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A study of 1991-1992 beginning offers

CPC $alary $urvey

January 1992

College Placement Council, Inc. • 6 Highland Avenue • Bethlehem, PA 18017

Earlier optimism of economic recovery this past fall did not come to pass. As CPC reported in its ***Recruiting '92*** report, employers had intended to hire more college graduates this year in anticipation of growth in the economy. This has not been evident so far this recruiting year as major companies continued to reduce their work forces. Reports from college campuses also showed a decline in job opportunities available for their graduates this fall.

Job offers are slowly being reported, but many have starting salaries that are lower than last September's final figures. As has been the case historically, however, most disciplines earned starting salary offers that are higher than those reported last January. Overall, starting salary offers are expected to show slight gains this year, keeping pace with low inflation.

Among bachelor's-degree business disciplines, accounting shows the best outlook in terms of starting salary offers. The starting salaries for accounting graduates increased 3.2 percent for an average of $27,493. Marketing graduates received slightly higher starting salaries and averaged $23,897, but business graduates found starting salary offers 2.4 percent lower than September 1991, for an average of $23,433.

Despite a recruiting season where most college graduates are experiencing fewer job opportunities, chemical engineers continue to enjoy multiple job offers, thanks to the competition for their limited number. This competition has provided for a 4.6 percent jump in starting salaries since September 1991, averaging $39,234, the best outlook among college graduates this year. Chemical companies made 34 percent of these offers, and another 30 percent were made by petroleum companies.

Starting salary offers have also increased for electrical and mechanical engineers. The average starting salary offer has increased 4 percent for electrical engineers to $34,503, and 2.5 percent for mechanical engineers to $34,862. Civil engineering salary offers are slightly down from September 1991 for an average of $29,487. A bright spot for civil engineering graduates: the $151 billion highway bill, recently signed by President Bush. As the appropriated dollars find their way to state and local governments, civil engineering graduates should find increased opportunities for their skills with these employers.

In keeping with the trend toward a more service-oriented economy, 54 percent of the offers reported at this juncture for bachelor's-degree graduates are from service employers, with 14 percent of these offers in merchandising. This compares with 44 percent reported for the service sector in the 1990-91 recruiting year.

Manufacturing employers account for 33 percent of the offers being made to this years bachelor's-degree graduates, with 18 percent of these offers reported for petroleum companies. The 1990-91 recruiting year ended with 41 percent of the offers reported for manufacturing employers.

No longer commanding the top salaries of the '80s, this year's M.B.A. graduates have received starting salary offers lower than those reported in September. The average starting salary offer to inexperienced M.B.A.'s with a nontechnical undergraduate degree is 13.3 percent lower than that reported in September 1991. Data for their technical counterparts are insufficient to offer comparisons. And, while the trend for M.B.A.s has favored those with experience, insufficient data have been reported at this time to allow for comparison.

There are indications of economic recovery. Lower interest rates fueled the rallying stock market and should do the same for other areas as well. Increasingly, companies that withdrew their stock during the go-go '80s, for example, are returning to the public to shed their debt, enabling them to reallocate their resources for expansion. In addition, a CPC random survey of employers shows that hiring activity for the September 1991 through mid-January 1992 period is up—modestly—over the same period last year. Recovery, however, is a long process, and most analysts see mid-year as the pick-up point. Moreover, the Northeast is not expected to share in the recovery—that region, hit first and hardest, is expected to take longer to recover. Still, slow growth in the months ahead gives some hope to those poised for May graduation. It's a better bet, however, that their hopes for employment lie in the months after they have left school for good.

The January 1992 ***CPC Salary Survey*** contains information received during the period of September 1, 1991, to January 13, 1992. Its data are compiled from offers extended to students graduating between September 1, 1991, and August 31, 1992. Participating in the ***Salary Survey*** are 433 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 433 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September. The offers reported in the ***Survey*** are a representative sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	January 1992	January 1992	September 1991		90th	50th	10th
BUSINESS							
Accounting	**795**	**$27,493**	$26,642	3.2%	$30,600	$28,000	$23,000
Business Administration (incl. Management Science)	**147**	**23,433**	24,019	-2.4	29,280	23,200	18,000
Distribution Management	**2**	**26,500**	27,081	*	*	*	*
Economics & Finance (incl. Banking)	**161**	**24,827**	25,819	-3.8	30,480	25,500	18,000
Hotel/Restaurant Management	**14**	**19,395**	21,220	*	*	*	*
Human Resources (incl. Labor Relations)	**9**	**21,364**	23,812	*	*	*	*
Management Information Systems	**61**	**28,166**	28,237	-0.3	31,320	29,000	23,000
Marketing/Marketing Management (incl. Research)	**176**	**23,897**	23,713	0.8	30,000	23,448	18,000
Real Estate	**1**	**26,000**	21,693	*	*	*	*
COMMUNICATIONS							
Advertising	**21**	**20,970**	21,490	-2.4	26,000	21,000	15,142
Communications	**72**	**21,700**	21,852	-0.7	26,880	22,190	15,000
Journalism	**37**	**18,555**	19,821	-6.4	24,000	19,000	12,480
Telecommunications/Broadcasting	**2**	**18,250**	22,321	*	*	*	*
EDUCATION							
Elementary Education	**64**	**19,621**	19,439	0.9	23,500	20,000	13,646
Pre-Elementary Education	+	+	16,724				
Physical Education	**8**	**21,687**	20,137	*	*	*	*
Special Education	**9**	**22,281**	21,536	*	*	*	*
HOME ECONOMICS							
Human Ecology	**10**	**19,120**	20,628	*	*	*	*
Textiles & Clothing	**6**	**22,000**	20,940	*	*	*	*
Merchandising Management	**10**	**20,350**	20,967	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**12**	**22,940**	21,526	*	*	*	*
Letters	**35**	**20,379**	21,937	-7.1	25,000	20,000	15,000
Visual & Performing Arts	**13**	**23,682**	19,913	*	*	*	*
Humanities-Other	**10**	**19,863**	23,567	*	*	*	*
Criminal Justice	**10**	**19,267**	22,280	*	*	*	*
History	**12**	**20,943**	23,441	*	*	*	*
Political Science/Government	**26**	**22,743**	23,252	-2.2	26,508	21,750	20,000
Psychology	**40**	**18,421**	20,541	-10.3	23,500	17,750	13,520
Sociology	**19**	**19,234**	20,341	*	*	*	*
Social Sciences-Other	**44**	**21,918**	21,375	2.5	26,813	22,000	14,500
ENGINEERING							
Aerospace & Aeronautical	**6**	**32,360**	30,667	*	*	*	*
Agricultural	**14**	**33,232**	30,249	*	*	*	*
Architectural	**8**	**32,955**	30,396	*	*	*	*
Bioengineering & Biomedical	**3**	**29,800**	30,391	*	*	*	*
Chemical	**155**	**39,234**	37,492	4.6	41,700	39,960	36,000
Civil	**101**	**29,487**	29,658	-0.6	33,700	28,500	26,000

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	January 1992	January 1992	September 1991		90th	50th	10th
Continued . . .							
Computer	32	**$33,406**	$32,280	3.5 %	$36,000	$33,600	$31,000
Electrical	189	**34,503**	33,190	4.0	38,400	34,800	30,000
Environmental	+	+	27,317				
Industrial	61	**33,342**	32,131	3.8	36,564	34,500	30,160
Mechanical	220	**34,862**	33,999	2.5	39,300	35,000	30,560
Metallurgical	11	**33,226**	33,314	*	*	*	*
Mining	11	**32,803**	31,738	*	*	*	*
Nuclear	4	**34,800**	32,175	*	*	*	*
Petroleum	18	**41,134**	38,882	*	*	*	*
Textile	+	+	+				
Engineering Technology	55	**30,585**	30,098	1.6	35,400	31,500	25,000
Industrial Technology	2	**31,000**	28,403	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	12	**22,523**	23,552	*	*	*	*
Animal Sciences	5	**16,760**	21,851	*	*	*	*
Plant Sciences	3	**20,667**	21,459	*	*	*	*
Natural Resources	1	**24,000**	21,342	*	*	*	*
Other Agricultural Sciences	7	**17,386**	23,694	*	*	*	*
COMPUTER SCIENCES							
Computer Science	124	**30,351**	30,696	-1.1	35,400	30,350	25,000
Computer Programming	3	**26,833**	27,111	*	*	*	*
Information Sciences & Systems	15	**30,466**	29,218	*	*	*	*
Systems Analysis	4	**30,748**	27,521	*	*	*	*
HEALTH SCIENCES							
Allied Health	5	**30,200**	29,443	*			
Health Sciences	13	**22,057**	21,861	*	*	*	*
Nursing	9	**27,446**	29,596	*	*	*	*
Pharmacy[2]	20	**39,422**	39,533	-0.3	43,500	40,000	33,280
SCIENCES							
Actuarial	5	**27,000**	31,392	*	*	*	*
Architectural & Environmental Design	3	**25,733**	26,017	*	*	*	*
Biological	10	**25,050**	21,917	*	*	*	*
Chemistry	15	**29,441**	26,836	*	*	*	*
Geological	6	**26,533**	28,463	*	*	*	*
Mathematics (incl. Statistics)	24	**25,732**	27,370	-6.0	34,600	26,000	19,000
Physics	2	**27,600**	29,227	*	*	*	*
Other Physical and Earth Sciences	+	+	24,140				
Polymer Science	+	+	34,367				
Textile Science	+	+	+				
	3,002						

N/A - No historic data available

* Not computed for fewer than 20 offers

+ No offers reported

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	January 1992	January 1992	September 1991		90th	50th	10th
FINANCE							
Accounting (Public)	**671**	**$27,743**	$27,246	1.8%	$30,500	$28,000	$24,000
Accounting (Private)	**119**	**25,451**	25,049	1.6	30,000	26,500	18,435
Commercial Banking (Consumer)	**15**	**16,299**	22,408	*	*	*	*
Commercial Banking (Lending)	**13**	**23,846**	23,638	*	*	*	*
Investment Banking (Corporate Finance)	**10**	**27,606**	29,245	*	*	*	*
Investment Banking (Mergers & Acquisitions)	+	+	28,493				
Investment Banking (Real Estate)	+	+	22,428				
Investment Banking (Sales & Trading)	**7**	**24,934**	24,270	*	*	*	*
Financial/Treasury Analysis	**49**	**27,086**	27,184	-0.4	30,900	28,000	21,600
Portfolio Management/Brokerage	**11**	**22,782**	24,872	*	*	*	*
Insurance (Underwriting)	**18**	**24,413**	24,681	*	*	*	*
Insurance (Claims)	**19**	**24,044**	23,149	*	*	*	*
COMMUNICATIONS							
Design/Graphic Arts	**2**	**17,750**	21,100	*	*	*	*
Media Planning	**5**	**19,960**	21,065	*	*	*	*
Reporting	**9**	**19,233**	17,540	*	*	*	*
Production	**12**	**22,800**	26,403	*	*	*	*
Public Relations	**20**	**19,810**	20,912	-5.3	27,000	19,208	16,000
Writing/Editing	**12**	**19,241**	20,711	*	*	*	*
MARKETING							
Advertising	**11**	**22,964**	20,815	*	*	*	*
Brand/Product Management	**34**	**24,364**	24,918	-2.2	32,000	22,750	18,000
Buyer/Merchandising	**35**	**24,319**	23,542	3.3	28,500	24,000	20,000
Distribution	**9**	**26,218**	25,157	*	*	*	*
Market Research	**14**	**22,257**	24,769	*	*	*	*
Purchasing	**3**	**29,533**	27,736	*	*	*	*
Sales	**198**	**24,203**	25,205	-4.0	32,496	24,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	**12**	**22,707**	21,632	*	*	*	*
Finance, Taxation, Monetary Policy	**17**	**22,958**	23,036	*	*	*	*
Economic Programs	**1**	**33,000**	21,751	*	*	*	*
Law Enforcement	**7**	**20,168**	23,325	*	*	*	*
Military	**17**	**22,970**	24,240	*	*	*	*
National Security	**1**	**28,000**	21,877	*	*	*	*
Urban/Regional Planning	**2**	**20,000**	23,655	*	*	*	*
ENGINEERING							
Bioengineering	**2**	**28,500**	35,064	*	*	*	*
Design/Construct	**137**	**31,998**	31,005	3.2	38,400	31,812	26,500
Environmental/Sanitation	**23**	**31,979**	30,725	4.1	38,400	30,000	27,000
Manufacturing/Industrial	**160**	**34,828**	33,731	3.3	39,600	35,400	28,800
Systems/Programming	**25**	**33,072**	32,363	2.2	36,500	33,000	29,000
Power Systems	**31**	**35,362**	33,228	6.4	36,000	34,500	33,000
Software Design & Development	**32**	**33,484**	32,687	2.4	36,000	34,650	28,000
Hardware Design & Development	**14**	**31,062**	34,133	*	*	*	*
Research & Development	**23**	**33,901**	34,319	-1.2	39,000	35,000	27,600
Testing	**13**	**31,515**	30,889	*	*	*	*
Process Engineering	**116**	**39,204**	37,659	4.1	42,240	39,650	35,500
Project Engineering	**132**	**35,549**	33,960	4.7	42,000	35,000	30,000
Other Engineering	**192**	**33,334**	32,851	1.5	37,611	34,200	27,600
HEALTH CARE							
Administrative	**5**	**21,220**	23,673	*	*	*	*
Industrial Hygiene	+	+	29,053				
Medical Technology	**2**	**28,030**	24,888	*	*	*	*
Nursing / Personal Care	**12**	**26,593**	29,486	*	*	*	*

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	January 1992	January 1992	September 1991		90th	50th	10th
Continued . . .							
Occupational Therapy	**8**	**$27,246**	$29,291	*	*	*	*
Pharmacist	**18**	**39,636**	39,389	*	*	*	*
Physical Therapy	**1**	**13,000**	29,990	*	*	*	*
Respiratory Therapy	**+**	**+**	32,651				
Other Health Related	**18**	**20,137**	25,753	*	*	*	*
SOCIAL SERVICES							
Administration	**11**	**19,591**	20,452	*	*	*	*
Counseling	**17**	**16,539**	17,382	*	*	*	*
Fundraising/Development	**6**	**23,000**	19,840	*	*	*	*
Social Work	**19**	**17,070**	17,455	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	**88**	**29,531**	28,762	2.7 %	$34,600	$30,000	$24,528
Information Systems	**55**	**29,254**	29,740	-1.6	34,500	29,100	26,000
Computer Systems Analyst	**44**	**29,536**	30,442	-3.0	34,800	30,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	**7**	**27,366**	31,759	*	*	*	*
Agricultural/Natural Resources	**14**	**20,031**	21,518	*	*	*	*
Architecture	**1**	**22,000**	25,879	*	*	*	*
Consulting	**41**	**29,448**	29,007	1.5	32,500	31,000	26,000
Human Resources/Industrial Relations	**8**	**23,963**	23,531	*	*	*	*
Management Trainee	**218**	**21,641**	22,726	-4.8	26,000	22,000	17,000
Mathematician/Statistician	**6**	**23,508**	24,606	*	*	*	*
Paralegal	**3**	**16,867**	21,251	*	*	*	*
Research (Nontechnical)	**3**	**17,083**	22,326	*	*	*	*
Research (Technical)	**7**	**26,607**	27,274	*	*	*	*
Teaching	**137**	**20,913**	20,027	4.4	26,813	21,460	15,000
	3,002						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 3,002

Business	Communications	Education	Home Economics	Humanities & Social Sciences	Engineering	Agricultural & Natural Resources	Computer Sciences	Health Sciences	Sciences
45 %	4%	3%	1 %	7 %	30%	1 %	5 %	2 %	2 %

Business	Communications	Education	Humanities & Social Sciences	Engineering	Sciences
48 %	0 %	4 %	3%	30 %	15 %

Master's Degree Candidates (Inexperienced)
Total Offers = 325

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average $24,876 639 Number of Offers
90th Percentile $28,000
10th Percentile $21,600

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering/ Surveying/ Environmental	Financial Services	Hospitality Amusement/ Recreation/ Fast-Food	Hospitality Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective Security Services	Publishing
Accounting	$27,900 632 $31,000 $24,600	$26,500 1		$23,893 14		$23,500 4	$26,004 2	$24,786 7		$24,487 17	$27,300 2	$28,800 1	$22,675 8	$25,000 1	$28,299 5	$23,832 4		
Business Administration incl. Management Science	$24,800 5	$18,000 1		$19,580 5			$28,000 1	$28,931 7	$24,000 1	$24,381 6	$21,500 2	$21,500 2	$21,650 13		$23,018 56 $27,000 $19,200			
Distribution Management																		
Economics & Finance (incl. Banking)	$27,750 8			$20,724 18	$30,750 4		$23,000 2	$27,800 7		$22,453 19	$25,200 2		$22,973 18	$15,600 1	$23,551 21 $28,500 $18,000			
Hotel / Restaurant Management											$20,178 5	$17,888 5						
Human Resources (incl. Labor Relations)				$20,250 2							$19,500 1		$22,856 5					
Management Information Systems	$29,667 3					$27,000 1	$28,419 8	$29,000 1		$30,250 2			$26,886 14		$23,000 1			
Marketing/Marketing Management (incl. Research)		$20,833 3		$21,789 5		$20,375 4	$24,833 3	$21,832 3		$22,167 6	$23,300 6	$25,026 2	$28,838 9		$22,025 66 $26,000 $18,000			$25,000 1
Real Estate										$26,000 1								
Advertising		$26,100 3				$21,368 4				$23,000 1					$14,400 1			$20,500 2
Communications		$21,033 3				$18,833 6				$22,000 1	$20,000 1	$22,000 2	$21,052 8		$21,688 17	$12,480 1		$29,000 1
Journalism	$26,000 1	$19,000 1		$14,400 1		$16,123 8	$17,000 1			$17,326 1			$21,400 1		$21,107 6			$17,486 7
Telecommunications/ Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology											$25,000 1	$19,000 2	$24,000 1		$18,000 1		$18,500 1	
Textiles & Clothing															$21,700 5			
Merchandising Management															$20,350 10			
Foreign Languages				$14,500 1							$41,000 1	$18,000 1	$24,500 1		$26,000 1			$17,000 2
Letters		$20,000 1		$13,400 2		$17,680 1	$20,130 2		$23,500 1		$15,000 1		$22,000 1		$22,714 7			$18,000 1
Visual & Performing Arts																		
Humanities-Other						$13,000 1				$22,500 1	$21,500 2		$22,000 2		$21,500 1			$18,000 1
Criminal Justice														$11,440 1			$17,200 2	
History						$25,748 2		$19,200 1				$24,000 1			$21,000 1			$20,800 1
Political Science / Government					$30,000 1	$22,000 1				$18,460 1	$20,000 1		$18,150 2	$20,160 1	$20,625 4			
Psychology				$14,500 2		$17,000 2	$15,000 1				$20,800 1	$19,500 1	$23,500 1		$23,750 4			
Sociology				$15,000 1									$22,000 1		$22,000 1	$18,000 1		
Social Sciences-Other				$14,000 1						$20,000 1					$21,167 3			
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering								$29,000 1										
Bioengineering & Biomedical Engineering						$34,200 1												
Chemical Engineering								$36,990 10	$39,292 4									
Civil Engineering								$30,729 13	$29,208 17									
Computer Engineering						$34,000 2	$33,167 3	$33,500 2					$33,067 3		$27,000 1			

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$29,000 1					$32,000 2	$33,307 6	$34,653 12	$34,056 9									
Environmental Engineering																		
Industrial Engineering						$34,500 2		$31,727 11	$34,950 4		$35,000 1							
Mechanical Engineering			$32,700 1			$33,500 1		$33,187 14	$33,130 6									
Metallurgical Engineering																		
Mining Engineering								$26,000 2	$33,600 1						$28,991 1			
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology			$25,500 2				$25,000 1	$37,000 1	$31,200 4		$26,400 1		$31,500 1		$25,000 1			
Industrial Technology																		
Agribusiness				$25,000 1				$17,000 1			$27,000 1							
Animal Sciences								$17,500 2										
Plant Sciences								$24,000 1										
Natural Resources																		
Other Agricultural Sciences										$19,200 1								
Computer Science	$24,000 1			$31,000 2		$30,625 4	$30,124 17	$29,050 10	$30,275 4	$29,500 4	$26,000 1		$29,040 10	$30,000 1	$25,500 4			
Computer Programming							$28,000 1								$21,000 1			
Information Sciences & Systems	$30,133 3						$34,600 1	$28,000 1					$29,793 1					
Systems Analysis							$32,496 2											

SERVICE EMPLOYERS

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking - Commercial	Banking (Investment)	Communication Services	Computer Software & Data - Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences						$18,700 1						$16,700 1			$32,400 1	$35,000 1		
Nursing																		
Pharmacy															$41,760 10			
Actuarial	$24,500 2									$22,000 1			$32,000 2					
Architectural & Environmental Design			$22,000 1															
Biological													$31,500 1		$20,700 2			
Chemistry									$25,000 1									
Geological									$22,333 3									
Mathematics (incl. Statistics)	$26,000 1			$27,000 1	$14,500 1		$29,750 4						$34,530 2					$27,000 1
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Public Accounting	Advertising	Architecture	Banking - Commercial	Banking (Investment)	Communication Services	Computer Software & Data - Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$27,879 649 $31,000 $24,600	$22,108 13		$20,549 52 $26,500 $14,000	$30,600 5	$19,651 34 $24,000 $ 3,000	$25,006 20 $29,100 $18,000	$26,320 26 $30,000 $21,000	$23,750 2	$23,368 57 $29,500 $18,000	$22,807 26 $27,000 $19,392	$20,870 17	$23,679 85 $28,800 $17,500	$18,050 4	$22,426 211 $27,000 $18,000	$20,968 6	$17,633 3	$19,263 16
Technical Curricula	$27,300 8		$26,425 4	$28,500 4	$14,500 1	$31,531 13	$30,944 35 $36,500 $25,000	$31,831 81 $37,400 $27,000	$31,515 53 $36,000 $26,000	$26,533 6	$28,600 4	$16,700 1	$30,773 20 $34,060 $28,000	$30,000 1	$33,114 21 $43,500 $25,000	$35,000 1		$27,000 1

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Public Accounting	Advertising	Architecture	Banking - Commercial	Banking (Investment)	Communication Services	Computer Software & Data - Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$30,637 27 $33,000 $28,000			$27,125 4				$36,167 3		$38,000 2			$25,000 1		$31,667 3			
MBA - Technical Undergraduate Degree	$31,000 1						$40,000 1	$35,000 1		$18,000 1								

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$28,600 1		$17,700 2	$30,813 4	$18,000 1	$22,137 6	$25,152 8	$21,000 1	$24,350 2	$22,800 1				$26,625 4		$26,750 2	$30,000 1	$29,767 3
Business Administration - incl. Management Science		$22,668 3	$18,667 3		$16,000 1	$22,685 3		$24,000 2	$29,500 2	$17,450 2		$20,614 2	$15,984 2		$24,500 2	$26,667 3	$27,000 2	$27,000 1
Distribution Management						$28,000 1												
Economics & Finance (incl. Banking)	$12,000 1	$21,000 2		$19,500 1		$23,256 4	$21,698 4							$28,000 1		$28,000 1		$29,620 5
Hotel / Restaurant Management				$20,000 1														
Human Resources (incl. Labor Relations)			$18,000 1															
Management Information Systems			$26,000 1	$29,780 5		$20,000 1	$23,000 1	$30,500 1								$29,400 2		
Marketing / Marketing Management (incl. Research)		$26,500 2	$22,473 6	$20,700 1		$24,999 4	$21,023 1		$32,500 2			$24,000 2					$17,000 1	$31,392 5
Real Estate																		
Advertising								$20,000 2										$32,000 1
Communications	$16,750 2	$15,000 1	$23,333 3		$19,475 6		$19,667 3	$22,750 2				$18,833 3			$28,000 1			$35,000 2
Journalism					$19,600 1		$19,500 1	$23,500 2		$19,000 2	$16,400 2	$16,500 1						
Telecommunications / Broadcasting																		
Elementary Education					$19,658 63 $23,500 $13,646							$17,300 1						
Pre-Elementary Education																		
Physical Education					$22,666 6	$22,000 1						$15,500 1						
Special Education					$22,281 9													

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$15,250 2			$14,400 1										
Textiles & Clothing	$23,500 1																	
Merchandising Management																		
Foreign Languages					$23,455 5													
Letters					$20,257 11	$24,000 1							$18,500 1		$17,000 1			
Visual & Performing Arts					$21,017 9		$36,000 1					$31,000 1						
Humanities-Other					$18,313 2													
Criminal Justice						$16,973 1	$21,800 3		$21,000 1			$18,500 1						
History			$16,816 1		$18,522 3							$19,238 1						
Political Science / Government			$21,000 1		$24,400 1	$20,000 1	$22,875 4			$20,000 1								
Psychology	$22,000 1				$18,071 6		$20,400 2	$19,020 4	$18,200 4			$15,845 10						
Sociology	$20,000 1					$21,500 2	$19,000 1		$23,300 2			$17,120 7		$28,000 1				
Social Sciences-Other					$26,414 13	$22,763 8	$19,970 6	$22,000 1	$16,750 2	$12,500 1	$20,000 1	$16,560 5						$22,300 1
Aerospace & Aeronautical Engineering			$36,000 1											$30,370 3		$33,450 1		
Agricultural Engineering							$21,875 2								$31,000 1	$34,557 7		
Architectural Engineering		$30,000 1		$36,000 1													$31,220 2	
Bioengineering & Biomedical Engineering																		
Chemical Engineering				$36,000 3			$39,600 1		$31,500 1					$46,800 1	$36,000 2	$38,660 3	$40,800 1	$39,362 53 $41,500 $37,611
Civil Engineering			$28,587 23 $30,000 $27,252	$34,350 2		$27,309 7	$27,273 22 $28,500 $25,000										$28,980 5	
Computer Engineering		$28,800 1		$33,590 2			$33,600 1											$36,100 1

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$34,950 2	$32,400 1	$35,857 14		$29,606 6								$33,460 6	$37,200 3	$35,851 7	$26,831 3	$35,225 4
Environmental Engineering																		
Industrial Engineering			$28,880 2	$34,700 1		$36,000 1	$27,850 1							$31,000 1	$39,600 1	$32,577 8	$35,280 2	$32,500 1
Mechanical Engineering		$32,853 3	$34,160 3	$32,001 12		$30,333 3	$33,000 1							$35,200 2	$35,800 4	$34,778 32 $37,000 $32,347	$32,233 6	$35,691 15
Metallurgical Engineering																$37,200 1		$32,192 2
Mining Engineering																		
Nuclear Engineering				$34,800 4														
Petroleum Engineering						$26,400 1												
Textile Engineering																		
Engineering Technology			$36,000 1	$32,750 2		$26,000 1								$30,717 6		$33,781 6	$30,914 7	$37,500 2
Industrial Technology																$33,000 1		
Agribusiness	$15,680 1														$23,429 7			
Animal Sciences									$15,360 1						$13,440 1			
Plant Sciences															$19,000 2			
Natural Resources																$24,000 1		
Other Agricultural Sciences										$18,000 1		$11,000 1			$21,600 1			
Computer Science		$29,000 1		$29,700 2	$29,000 4	$25,930 2		$27,750 2	$30,000 1			$24,000 1		$31,137 5		$33,000 1	$28,200 2	$30,600 3
Computer Programming		$31,500 1																
Information Sciences & Systems			$28,000 1															
Systems Analysis				$25,000 1														

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health								$30,333 3	$28,000 1				$32,000 1					
Health Sciences					$22,907 2			$19,733 7										
Nursing						$28,000 1		$27,377 8										
Pharmacy								$35,640 6										$38,667 3
Actuarial																		
Architectural & Environmental Design							$27,600 2											
Biological						$28,560 1		$33,000 1	$13,000 1									$25,760 4
Chemistry		$22,500 1				$25,000 1	$24,720 1								$20,800 1		$40,800 1	$31,579 5
Geological																		
Mathematics (incl. Statistics)		$24,000 1			$21,811 7	$22,341 3		$27,000 1										
Physics		$22,800 1																
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$19,943 7	$22,251 8	$20,959 18	$27,696 12	$20,673 139 $26,813 $13,900	$22,726 33 $27,996 $18,919	$22,373 35 $28,300 $18,000	$21,530 16	$23,107 15	$18,314 7	$17,600 3	$17,853 35 $21,763 $13,250	$16,823 3	$27,083 6	$23,500 4	$27,538 8	$25,250 4	$30,314 18
Technical Curricula	$15,680 1	$29,755 12	$29,692 32 $32,400 $27,252	$34,084 44 $35,700 $30,600	$24,191 13	$27,727 27 $34,000 $23,500	$27,668 31 $31,800 $24,720	$27,767 28 $34,923 $20,633	$23,572 5	$18,000 1		$17,500 2	$32,000 1	$32,502 24 $35,400 $28,000	$28,489 23 $39,600 $20,000	$34,495 68 $37,500 $30,000	$31,248 29 $37,440 $22,000	$36,981 93 $41,000 $31,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$30,000 1			$19,500 1			$30,750 2		$26,400 1			$24,000 1						
MBA - Technical Undergraduate Degree		$38,200 3				$29,350 2								$38,000 3				

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$27,870 13	$27,953 6	$30,500 2	$28,733 3	$18,000 1			$29,425 4	$29,830 10	$22,620 1		$28,775 2			$26,948 8	$25,682 11
Business Administration - incl Management Science	$20,400 1	$34,884 1	$21,500 2		$22 500 1				$28,083 3			$27,908 3			$25,200 3	$24,999 6
Distribution Management		$25,000 1														
Economics & Finance (incl Banking)	$28,775 4	$26,440 6	$28,000 2		$24,150 2		$28,180 2	$29 300 2	$29,442 16	$18,000 1						$28,343 7
Hotel / Restaurant Management			$19,200 1													$21,000 2
Human Resources (incl Labor Relations)																
Management Information Systems	$33,469 4	$27,833 6	$26,000 1						$33,900 2						$31,140 3	$22,650 4
Marketing / Marketing Management (incl Research)	$28,952 4	$28,305 4	$26,667 3	$27,750 4				$24,050 2	$25,500 2	$22,100 1		$27,500 4			$24,255 11	$24,156 9
Real Estate																
Advertising			$20,000 1	$21,000 1				$12,000 1		$15,000 1				$17,000 1		$20,598 2
Communications	$26,880 1		$26,000 4					$28,000 1	$26,000 1							$21,250 2
Journalism																$20,000 1
Telecommunications / Broadcasting		$18,000 1														$18,500 1
Elementary Education																
Pre-Elementary Education																
Physical Education																
Special Education																

	MANUFACTURING EMPLOYERS															
Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																$22,800 1
Textiles & Clothing																
Merchandising Management																
Foreign Languages																
Letters					$27,600 1							$10,400 1		$21,500 1		$29,200 1
Visual & Performing Arts								$19,920 1								$31,800 1
Humanities-Other																
Criminal Justice																$24,960 1
History			$24,000 1													
Political Science / Government				$26,500 1	$26,000 1			$23,000 1				$21,000 1			$29,503 3	
Psychology																$21,500 1
Sociology																$12,000 1
Social Sciences-Other	$28,500 1															
Aerospace & Aeronautical Engineering															$33,600 1	
Agricultural Engineering		$37,300 3														$36,700 1
Architectural Engineering									$36,600 2							$33,000 1
Bioengineering & Biomedical Engineering								$25,200 1				$30,000 1				
Chemical Engineering	$35,400 1	$35,302 2	$36,800 5	$38,863 8	$24,600 1	$40,500 2		$38,715 4	$40,988 46 $42,500 $39,000				$32,500 1	$40,000 1	$40,001 4	$33,996 1
Civil Engineering		$36,000 1				$35,520 1		$33,000 1	$37,860 6						$32,100 2	$24,000 1
Computer Engineering	$34,100 6	$33,961 5		$34,800 1	$33,600 1							$34,216 1			$33,600 1	$32,004 1

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$32,744 20 $35,100 $28,992	$34,138 53 $36,564 $32,000	$35,640 2	$36,275 4	$35,200 3		$31,992 1	$37,225 4	$39,411 16						$33,425 4	$34,633 6
Environmental Engineering																
Industrial Engineering		$34,251 8	$25,000 2	$34,800 3	$34,200 1			$34,800 1	$36,500 3			$34,500 1		$34,560 1	$34,340 3	$35,750 2
Mechanical Engineering	$35,148 5	$33,258 18	$33,649 6	$38,351 4	$32,234 14		$36,075 4	$37,098 9	$37,932 41 $40,900 $34,000			$32,216 2	$35,500 1		$35,410 6	$35,571 7
Metallurgical Engineering		$31,500 2			$33,280 5	$34,500 1										
Mining Engineering						$35,178 7										
Nuclear Engineering																
Petroleum Engineering									$42,001 17							
Textile Engineering																
Engineering Technology	$25,680 3	$32,320 5	$32,000 1					$35,000 1	$29,303 2			$31,165 2			$30,000 1	$24,750 4
Industrial Technology		$29,000 1														
Agribusiness																$21,600 1
Animal Sciences			$20,000 1													
Plant Sciences																
Natural Resources																
Other Agricultural Sciences																$17,300 3
Computer Science	$32,520 17	$34,267 11		$32,948 2	$35,000 1			$30,750 2	$35,000 3			$14,560 1			$32,800 2	$28,333 3
Computer Programming																
Information Sciences & Systems	$30,033 3	$35,000 1							$35,600 1						$28,000 1	$28,750 2
Systems Analysis													$23,000 1			

Curriculum - Continued	MANUFACTURING EMPLOYERS																
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																
Nursing																
Pharmacy																$41,000 1
Actuarial																
Architectural & Environmental Design																
Biological																
Chemistry									$41,400 1						$27,000 2	$29,500 1
Geological						$29,200 1			$31,500 2							
Mathematics (incl. Statistics)		$32,150 2														
Physics		$32,400 1														
Other Physical & Earth Sciences																
Polymer Science																
Textile Science																

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$28,674 28 $34,800 $24,000	$27,378 25 $31,000 $22,000	$25,482 17	$27,189 9	$23,733 6		$28,180 2	$25,610 12	$29,365 34 $33,600 $25,000	$19,430 4		$25,698 11		$19,250 2	$26,425 28 $33,000 $18,000	$24,419 51 $30,000 $18,000
Technical Curricula	$32,556 55 $35,400 $28,000	$33,916 113 $36,564 $31,000	$32,893 17	$37,023 22 $39,504 $34,800	$32,718 26 $36,000 $30,000	$35,539 12	$35,258 5	$35,963 23 $39,000 $31,500	$39,277 140 $42,500 $35,000			$30,005 8	$30,333 3	$37,260 2	$34,007 27 $39,504 $30,000	$30,671 35 $39,000 $19,500

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$46,000 1								$30,000 1	$25,480 1				$28,600 1	$30,000 1	$27,010 1
MBA - Technical Undergraduate Degree		$40,000 1														$37,000 1

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,836 646 $30,996 $24,000	$25,815 99 $30,000 $21,000	$14,000 1	$26,333 3	$26,590 6				$28,396 8		$20,900 2							
Business Administration (incl. Management Science)	$25,273 9	$20,875 4	$23,400 1	$19,000 2	$17,258 2				$22,357 7	$30,000 1	$23,430 2	$22,523 4						
Distribution Management																		
Economics & Finance (incl. Banking)	$27,215 11	$26,558 13	$17,736 5	$24,800 6	$41,000 2			$23,848 3	$28,758 25 $30,900 $25,000	$18,833 6	$26,760 5	$22,500 4						
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)											$23,390 2	$27,000 1						
Management Information Systems												$21,138 2				$33,000 1		$20,000 1
Marketing / Marketing Management (incl. Research)	$20,808 1		$21,500 1					$22,000 2	$25,937 6	$28,500 2	$27,750 2	$24,821 3	$17,500 1			$25,000 1	$21,000 2	
Real Estate																		
Advertising														$26,300 1		$18,400 2	$23,800 2	$20,228 1
Communications	$20,500 3								$24,500 2	$23,000 1					$15,000 1	$25,000 1	$18,297 7	$25,000 1
Journalism		$14,903 2	$14,400 1											$17,500 2	$17,786 7	$20,000 1	$18,560 5	$17,983 6
Telecommunications / Broadcasting													$18,000 1	$18,500 1				
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	FINANCE												COMMUNICATIONS					
Curriculum - Continued	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$24,000 1						
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages			$14,500 1													$18,000 1		
Letters			$10,000 1							$27,600 1		$22,000 1		$20,000 1		$15,000 1	$23,233 3	$19,880 2
Visual & Performing Arts																		
Humanities-Other												$24,000 1						$18,000 1
Criminal Justice																		
History																	$16,016 1	
Political Science Government								$30,000 1			$20,300 1							
Psychology			$14,500 2								$23,500 1							
Sociology			$15,000 1								$22,000 1							
Social Sciences-Other			$14,000 1						$20,000 1									
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering											$34,400 1							
Environmental Engineering																		
Industrial Engineering															$33,600 1	$34,200 1		
Mechanical Engineering																		
Metallurgical Engineering																		
Mining Engineering								$28,991 1										
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology												$31,500 1						
Industrial Technology																		
Agribusiness				$25,000 1														
Animal Sciences																		
Plant Sciences																$18,000 1		
Natural Resources																		
Other Agricultural Sciences		$14,400 1		$19,200 1												$21,500 1		
Computer Science	$24,000 1																	
Computer Programming																		
Information Sciences & Systems																		
Systems Analysis																		

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological												$31,500 1						
Chemistry																		
Geological																		
Mathematics (incl. Statistics)											$14,500 1					$27,000 1		
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,748 670 $30,500 $24,000	$25,544 118 $30,000 $18,500	$16,299 15	$24,164 11	$27,606 10			$24,257 6	$27,086 49 $30,900 $21,600	$22,782 11	$24,409 16	$23,166 17	$17,750 2	$19,960 5	$17,438 8	$21,600 8	$19,810 20 $27,000 $16,000	$19,241 12
Technical Curricula	$24,000 1	$14,400 1		$22,100 2				$28,991 1			$24,450 2	$31,500 2			$33,600 1	$25,200 4		

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting					$15,600 1	$34,600 1	$29,000 2	$42,000 1	$23,714 7		$26,000 1							
Business Administration incl. Management Science		$26,570 5	$24,643 7		$20,025 4		$24,188 22 $29,676 $20,000	$23,167 3							$24,000 1			
Distribution Management													$28,000 1					$25,000 1
Economics & Finance (incl. Banking)		$24,550 4	$27,667 3				$23,725 19		$22,720 5	$33,000 1	$20,000 1	$23,500 2		$12,000 1				
Hotel / Restaurant Management				$19,200 1			$24,000 1											
Human Resources (incl. Labor Relations)							$19,500 3											
Management Information Systems	$27,600 1						$24,500 4											
Marketing / Marketing Management (incl. Research)	$27,000 1	$29,777 6	$24,427 18	$26,827 6	$25,898 5		$24,121 69 $31,000 $18,000		$23,000 2									
Real Estate							$26,000 1											
Advertising	$21,875 4	$32,000 1			$21,500 1		$18,715 9											
Communications	$18,000 1	$23,000 6	$30,000 1		$21,750 2		$24,364 20 $28,000 $18,500	$12,480 1										
Journalism	$22,000 1	$20,000 2			$21,400 1		$10,000 1											
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/Product Management	Buyer/Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/Construct	Environmental/Sanitation	Manufacturing/Industrial
Human Ecology	$20.000 1																	
Textiles & Clothing	$23.500 1		$20.833 3				$30.000 1											
Merchandising Management		$17.000 1																
Foreign Languages																		
Letters		$18.727 3		$16.800 1			$18.133 3					$24.000 1						
Visual & Performing Arts							$19.920 1											
Humanities-Other		$22.000 1					$16.500 2											
Criminal Justice											$19.043 4							
History		$33.496 1					$20.933 3											
Political Science/Government	$27.000 1						$24.564 8	$22.500 3				$24.000 1						
Psychology		$21.000 2	$23.000 1				$18.167 3	$20.000 1				$20.400 2						
Sociology		$20.000 1									$19.000 1	$21.500 2						
Social Sciences-Other			$14.500 1				$25.400 2	$20.333 3				$23.312 7						
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																$35.500 11	$21.750 1	
Architectural Engineering																$35.128 5		
Bioengineering & Biomedical Engineering																		
Chemical Engineering							$32.500 1									$37.300 3	$39.333 3	$39.417 19
Civil Engineering				$39.000 1			$30.000 1									$29.148 54 $33.000 $26.069	$32.229 11	$35.520 1
Computer Engineering																		

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering							$31,000 1					$23,500 1				$34,051 17		$34,745 34 $38,400 $31,800
Environmental Engineering																		
Industrial Engineering							$34,060 3									$31,343 7	$27,850 1	$34,121 21 $36,060 $31,800
Mechanical Engineering							$31,000 1								$33,000 1	$34,915 26 $40,000 $31,500	$35,200 1	$35,004 64 $38,400 $31,200
Metallurgical Engineering																$37,500 1		$32,771 7
Mining Engineering																	$26,000 2	$33,600 1
Nuclear Engineering																		
Petroleum Engineering																$40,100 1		
Textile Engineering																		
Engineering Technology							$26,165 2									$28,600 10	$35,135 3	$30,063 11
Industrial Technology																$29,000 1		
Agribusiness			$26,000 1				$25,200 3		$15,680 1									
Animal Sciences																		
Plant Sciences							$20,000 1											
Natural Resources									$24,000 1									
Other Agricultural Sciences																		
Computer Science																$33,000 1		$31,200 1
Computer Programming																		
Information Sciences & Systems																		
Systems Analysis							$32,496 1											

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$25,550 2											
Nursing																		
Pharmacy							$37,500 2											
Actuarial																		
Architectural & Environmental Design														$28,000 1				
Biological		$18,000 1					$29,813 3											
Chemistry						$27,000 2	$31,898 2					$25,000 1					$29,800 1	
Geological																		
Mathematics (incl. Statistics)									$25,000 1									
Physics							$32,400 1											
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$22,964 11	$24,557 33 $37,000 $18,000	$24,270 34 $28,500 $20,000	$24,620 8	$22,257 14	$34,000 1	$23,410 174 $30,000 $18,000	$22,707 12	$23,257 14	$33,000 1	$20,168 7	$22,799 15	$28,000 1	$12,000 1	$24,000 1			$25,000 1
Technical Curricula		$18,000 1	$26,000 1	$39,000 1		$27,300 2	$29,952 24 $34,200 $21,000		$21,560 3			$24,250 2		$28,000 1	$33,000 1	$31,998 137 $38,400 $26,500	$31,979 23 $38,400 $27,000	$34,890 159 $39,600 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting	$36,500 1				$25,000 1													
Business Administration / incl. Management Science								$35,000 1						$15,984 2				
Distribution Management																		
Economics & Finance (incl. Banking)					$27,600 1													$32,400 1
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$31,000 1																	
Marketing / Marketing Management (incl. Research)																		
Real Estate																		
Advertising																		
Communications										$22,500 1								
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		$22,000 1
Special Education																		

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$22,800 1								$14,400 1
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters																		
Visual & Performing Arts									$33,900 2									
Humanities-Other																		
Criminal Justice										$21,000 1								
History																		
Political Science / Government																		
Psychology										$17,000 1			$27,400 1					$17,875 4
Sociology													$17,500 1					
Social Sciences-Other																		$22,485 2
Aerospace & Aeronautical Engineering		$33,450 1		$27,336 1		$31,888 2			$34,800 2									
Agricultural Engineering								$31,000 1	$22,000 1									
Architectural Engineering					$30,000 1			$33,000 1	$25,000 1									
Bioengineering & Biomedical Engineering									$29,800 3									
Chemical Engineering	$34,002 2	$39,000 1			$39,780 5		$39,734 95 $42,400 $37,000	$38,518 9	$37,319 15									
Civil Engineering					$28,500 1	$27,996 1		$29,107 14	$28,302 17									
Computer Engineering	$33,183 6		$34,430 8	$30,480 1	$32,205 3			$33,500 2	$33,509 8									

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,356 9	$36,060 18	$33,278 9	$32,969 6	$37,000 1	$34,320 5	$37,500 1	$36,042 19	$34,363 63 $37,920 $32,040									
Environmental Engineering																		
Industrial Engineering	$34,500 1						$33,650 2	$32,252 5	$34,232 11									
Mechanical Engineering	$34,800 1	$34,000 6		$30,000 1	$38,000 4	$36,000 1	$37,100 10	$35,933 48 $40,900 $31,500	$33,605 49 $36,780 $29,500									
Metallurgical Engineering					$37,200 1			$30,692 2										
Mining Engineering							$33,757 3	$36,244 4										
Nuclear Engineering		$34,800 4																
Petroleum Engineering							$41,220 2	$42,249 14	$26,400 1									
Textile Engineering																		
Engineering Technology		$31,500 1		$26,020 2	$34,200 2	$26,600 1	$37,500 2	$33,600 8	$30,250 8									
Industrial Technology								$33,000 1										
Agribusiness																		
Animal Sciences																		$15,360 1
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$31,000 3		$32,095 12	$29,733 3	$28,000 2	$34,008 1			$33,899 8									
Computer Programming																		
Information Sciences & Systems			$35,000 1						$32,500 1									
Systems Analysis																		

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health														$30,200 5				
Health Sciences										$22,800 1		$27,500 1		$35,000 1				$17,805 6
Nursing													$27,446 9					
Pharmacy															$39,636 18			
Actuarial																		
Architectural & Environmental Design													$27,200 1					
Biological												$28,560 1				$13,000 1		$27,500 2
Chemistry			$41,400 1		$22,500 1	$24,860 2	$38,500 1	$40,800 1										
Geological								$30,500 2	$28,600 2									
Mathematics (incl. Statistics)	$29,700 1		$35,000 1															
Physics																		
Other Physical & Earth Sciences																		
Polymer Sciencer																		
Textile Science																		

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$33,750 2				$26,300 2			$35,000 1	$33,900 2	$20,825 4			$22,450 2	$15,984 2				$20,586 9
Technical Curricula	$33,013 23 $36,100 $29,000	$35,362 31 $36,000 $33,000	$33,484 32 $36,000 $28,000	$31,062 14	$34,625 21 $39,000 $28,800	$31,515 13	$39,204 116 $42,240 $35,500	$35,553 131 $42,000 $30,000	$33,328 190 $37,670 $27,600	$22,800 1		$28,030 2	$27,422 10	$31,000 6	$39,636 18	$13,000 1		$19,688 9

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician / Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$27,533 3		$27,500 1				$30,240 5		$22,021 6					
Business Administration - incl. Management Science	$21,763 1			$19,464 1	$32,442 2	$29,045 3	$27,140 2		$22,000 1		$27,875 4	$26,667 3	$22,294 52 $26,000 $19,000					$16,000 1
Distribution Management																		
Economics & Finance (incl. Banking)						$28,000 4	$21,500 4				$27,700 8		$21,135 25 $26,000 $15,500	$21,023 1		$19,248 1		
Hotel / Restaurant Management											$20,000 1		$18,939 11					
Human Resources (incl. Labor Relations)													$20,000 3					
Management Information Systems					$28,426 16	$28,756 26 $29,400 $27,100	$31,150 4				$30,333 3		$24,100 2					
Marketing / Marketing Management (incl. Research)			$24,000 2				$25,000 1					$23,850 2	$21,528 43 $25,000 $18,000					
Real Estate																		
Advertising																		
Communications	$20,800 1	$11,292 1	$20,250 2										$20,525 16					$22,273 4
Journalism	$16,500 1	$19,600 1										$26,000 1	$21,328 5					
Telecommunications / Broadcasting																		
Elementary Education																		$19,621 64 $23,500 $13,646
Pre-Elementary Education																		
Physical Education				$15,500 1														$22,666 6
Special Education																		$22,281 9

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology		$18,500 1											$20,333 3					$15,250 2
Textiles & Clothing													$16,000 1					
Merchandising Management													$20,722 9					
Foreign Languages													$27,375 4			$16,000 1		$23,455 5
Letters			$18,500 1										$23,300 5					$20,257 11
Visual & Performing Arts			$31,000 1															$21,817 9
Humanities-Other								$22,500 1					$21,250 2					$18,313 2
Criminal Justice	$21,600 1			$18,500 1									$24,960 1		$15,220 2			
History	$19,219 2												$22,500 2					$18,522 3
Political Science / Government									$20,000 1			$20,000 1	$20,910 6		$20,160 1	$16,000 1		$24,400 1
Psychology	$22,000 2	$15,962 8		$15,650 5									$20,130 6				$17,428 1	
Sociology		$15,289 2		$19,727 6								$18,000 1	$25,000 2					$12,000 1
Social Sciences-Other	$17,467 3	$18,375 4		$15,813 4									$23,000 3				$18,919 1	$26,574 12
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering											$41,400 1						$41,500 1	
Civil Engineering																		
Computer Engineering					$30,600 3		$32,500 1											

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$34,020 2	$29,000 1					$32,500 1							
Environmental Engineering																		
Industrial Engineering						$34,500 1	$39,000 1				$31,167 6							
Mechanical Engineering											$32,420 4		$31,750 2				$30,000 1	
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology					$25,500 2						$34,500 1		$26,400 1					
Industrial Technology																		
Agribusiness									$19,750 4				$24,500 2					
Animal Sciences									$17,110 4									
Plant Sciences									$24,000 1									
Natural Resources																		
Other Agricultural Sciences				$11,000 1					$18,750 2				$18,000 1					
Computer Science					$29,810 48 $34,200 $25,000	$29,898 14	$30,400 26 $34,800 $26,000				$30,000 3		$17,000 1					
Computer Programming					$29,750 2								$21,000 1					
Information Sciences & Systems					$30,171 7	$30,833 3	$29,793 1				$28,000 2							
Systems Analysis							$30,165 3											

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health																		
Health Sciences													$16,700 1					$26,813 1
Nursing																		
Pharmacy																		
Actuarial								$27,000 5										
Architectural & Environmental Design										$22,000 1								
Biological													$15,000 1					
Chemistry									$29,500 1								$27,800 2	
Geological											$20,500 2							
Mathematics (incl. Statistics)					$28,000 3	$29,200 3		$34,060 1					$27,000 1	$24,005 5				$22,279 6
Physics																	$22,800 1	
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$19,591 11	$16,539 17	$23,000 6	$17,407 18	$28,681 21 $34,200 $24,000	$28,690 33 $29,900 $26,000	$26,448 12	$22,500 1	$21,000 2		$28,348 21 $32,000 $26,000	$23,963 8	$21,566 207 $26,000 $17,000	$21,023 1	$16,867 3	$17,083 3	$18,174 2	$20,894 130 $26,813 $14,500
Technical Curricula				$11,000 1	$29,797 67 $34,600 $25,000	$30,099 22 $34,900 $26,000	[illegible] 32 $35,000 $26,000	$28,177 6	$19,870 12	$22,000 1	$30,604 20 $34,500 $28,000		$22,055 11	$24,005 5			$29,980 5	$22,927 7

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	January 1992	January 1992	September 1991		90th	50th	10th
BUSINESS							
Accounting	**63**	**$30,957**	$30,996	-0.1%	$34,000	$31,000	$27,000
MBA-Nontechnical undergraduate							
1 year or less experience	**52**	**30,552**	35,241	-13.3	36,000	30,000	25,500
1 to 2 years experience	**9**	**32,889**	42,877	*	*	*	*
2 to 4 years experience	**19**	**42,789**	47,243	*	*	*	*
Over 4 years experience	**11**	**40,109**	50,412	*	*	*	*
MBA-Technical undergraduate degree							
1 year or less experience	**14**	**34,879**	38,582	*	*	*	*
1 to 2 years experience	**6**	**38,350**	45,921	*	*	*	*
2 to 4 years experience	**7**	**55,829**	51,034	*	*	*	*
Over 4 years experience	**2**	**35,000**	54,219	*	*	*	*
MS-Business	**1**	**35,700**	40,047	*	*	*	*
Economics & Finance	**16**	**37,140**	41,466	*	*	*	*
Labor/Industrial Relations (incl. Human Resources)	**5**	**31,484**	38,573	*	*	*	*
Management Information Systems	**2**	**31,090**	36,150	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	**3**	**38,433**	43,182	*	*	*	*
COMMUNICATIONS							
Advertising	+	+	31,200				
Communications	+	+	26,524				
Journalism	+	+	24,500				
EDUCATION							
Education Administration	**6**	**32,005**	24,303	*	*	*	*
Elementary Education	**3**	**25,333**	23,657	*	*	*	*
Physical Education	**1**	**37,000**	23,286	*	*	*	*
Reading Education	+	+	25,611				
Special Education	**2**	**20,159**	24,141	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Humanities	**2**	**24,418**	N/A	N/A	*	*	*
Psychology	**3**	**25,078**	23,657	*	*	*	*
Social Sciences	**4**	**22,246**	N/A	N/A	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**6**	**38,267**	36,195	*	*	*	*
Agricultural	+	+	32,225				
Bioengineering & Biomedical	**1**	**35,000**	32,238	*	*	*	*
Chemical	**12**	**41,108**	40,457	*	*	*	*
Civil	**12**	**34,135**	34,551	*	*	*	*
Computer	**2**	**36,000**	38,348	*	*	*	*
Electrical	**28**	**39,673**	38,804	2.2	42,400	40,004	33,500
Industrial	**9**	**39,163**	36,121	*	*	*	*
Mechanical	**29**	**37,568**	38,114	-1.4	42,000	38,400	32,000
Metallurgical	+	+	39,105				
Mining	+	+	35,007				
Nuclear	+	+	38,086				
Petroleum	+	+	43,608				
HEALTH SCIENCES							
Allied Health	**4**	**22,992**	28,586	*	*	*	*
Health Sciences	**9**	**25,915**	25,901	*	*	*	*
Nursing	+	+	49,000				

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	January 1992	January 1992	September 1991		90th	50th	10th
Continued . . .							
SCIENCES							
Agricultural & Natural Resources	1	**$21,003**	$28,702	*	*	*	*
Architectural & Environmental Design	+	+	26,127				
Biological	+	+	22,384				
Chemistry	2	**29,970**	33,575	*	*	*	*
Computer Science.	18	**39,061**	37,894	*	*	*	*
Geological (incl. Geophysics)	11	**37,255**	36,824	*	*	*	*
Mathematics	3	**29,600**	30,061	*	*	*	*
Physics	1	**35,004**	35,207	*	*	*	*
Polymer	+	+	34,980				
	379						

Doctoral Candidates

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	January 1992	January 1992	September 1991		90th	50th	10th
BUSINESS							
Business Administration & Management	1	**$45,000**	N/A	N/A	*	*	*
Computer & Information Sciences . . .	+	+	$58,300				
Economics & Finance	+	+	43,000				
EDUCATION							
Education Administration	1	**41,000**	43,780	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	+	+	43,600				
Foreign Languages	2	**25,550**	36,870	*	*	*	*
Humanities	1	**28,000**	N/A	N/A	*	*	*
Psychology	+	+	42,409				
Sociology	+	+	40,000				
Social Sciences.	+	+	30,000				
ENGINEERING							
Aerospace	1	**56,500**	52,428	*	*	*	*
Chemical	4	**53,148**	52,992	*	*	*	*
Civil	+	+	43,060				
Computer	3	**60,800**	56,584	*	*	*	*
Electrical	4	**54,560**	54,612	*	*	*	*
Industrial	+	+	54,000				
Mechanical	2	**51,000**	46,866	*	*	*	*
Metallurgical.	3	**52,600**	49,315	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	1	**30,500**	43,638	*	*	*	*
Biological	+	+	31,800				
Chemistry	9	**54,256**	47,911	*	*	*	*
Geology & Geological Sciences	6	**52,590**	48,205	*	*	*	*
Mathematics	3	**47,533**	41,146	*	*	*	*
Physics	1	**51,600**	39,913	*	*	*	*
Polymer	+	+	48,667				
	42						

N/A - No historic data available

* Not computed for fewer than 20 offers

1991-92 CPC SALARY SURVEY PARTICIPANTS

ECPO

- Alfred University
- Babson College
- Bard College
- Bentley College
- Boston College
- Boston University
- Brown University
- Buffalo State College
- Clarkson University
- Columbia University
- Univ. of Connecticut
- Cornell University
- CUNY-Bernard M. Baruch
- CUNY-Baruch College-Bus. & Public Admin.
- CUNY-City College
- CUNY-Graduate School & University Center
- CUNY-Hunter College
- Dartmouth College
- Fordham Univ. - Lincoln Center
- Franklin Pierce College
- Husson College
- Iona College
- Ithaca College
- The King's College
- Univ. of Maine - Orono
- Manhattan College
- Manhattanville College
- Marist College
- MIT
- MIT - Sloan School of Management
- Univ. of Massachusetts - Amherst
- Mount Holyoke College
- New Hampshire College
- New School for Social Research- Grad. School
- Northeastern University
- Pace Univ. - New York
- Pace Univ. - Westchester
- Polytechnic University
- Post College
- Pratt Institute
- Regis College
- Rensselaer Polytechnic Univ.
- Rhode Island School of Design
- Univ. of Rhode Island
- Roberts Wesleyan College
- Rochester Inst. of Technology
- University of Rochester
- Univ. of Rochester - W.E. Simon Grad. School of Bus.
- Sacred Heart University
- Saint Anselm College
- St. John Fisher College
- St. Joseph's College
- Siena College
- SUNY-Buffalo
- SUNY-Cortland
- SUNY-Plattsburgh
- Syracuse University
- Tufts University
- Union College
- Vassar College
- Williams College
- Worcester Polytechnic Inst.

MAPA

- American University
- Bloomsburg University
- Bluefield State College
- Bryn Mawr College
- Bucknell University
- California Univ. of Penna.
- Capitol College
- Carnegie-Mellon Univ.
- Catholic Univ. of America
- Centenary College
- Delaware State College
- University of Delaware
- Univ. of District of Columbia
- Drew University
- Elizabethtown College
- Fairleigh Dickinson - Rutherford
- Fairleigh Dickinson - Teaneck
- Fairmont State College
- Franklin & Marshall College
- Gannon University
- Georgetown University
- George Washington Univ.
- Gettysburg College
- Glenville State College
- Grove City College
- Hampden-Sydney College
- Haverford College
- Howard University
- James Madison University
- Juniata College
- Kutztown University
- Lafayette College
- LaSalle University
- Lehigh University
- Lock Haven University
- Mansfield University
- University of Maryland - Baltimore County
- Univ. of Maryland- College Park
- Marymount Univ.- Grad. School
- Morgan State University
- Neumann College
- New Jersey Inst. of Technology
- Penn State University
- Penn State - Behrend
- Penn State - Capitol College
- Univ. of Pennsylvania
- University of Pittsburgh
- Point Park College
- Princeton University
- Ramapo College of NJ
- Rutgers Univ. - Camden - Arts & Science
- Rutgers Univ. - Newark
- Rutgers Univ. - New Brunswick
- Rutgers Univ.-Graduate School of Management
- Seton Hall University
- Spring Garden College
- Susquehanna University
- Swarthmore College
- Thomas Jefferson University
- Trenton State College
- Villinova University
- Virginia State University
- Virginia Wesleyan Univ.
- Washington & Lee Univ.
- West Virginia Inst. of Technology
- West Virginia University
- Widener University

MCPA

- Adrian College
- University of Akron
- Augustana College
- Augustana College-Sioux Falls
- Bowling Green University
- Bradley University
- Buena Vista College
- Calvin College
- Capital University
- Case Western Reserve Univ.
- Cedarville College
- Central Missouri State Univ.
- University of Chicago
- Univ. of Chicago- Graduate School of Business
- University of Cincinnati
- Cleveland State University
- Coe College
- Concordia University
- Davenport College - Grand Rapids
- University of Dayton
- Defiance College
- DePaul University
- DePauw University
- Drake University
- Eastern Illinois University
- Eastern Michigan Universtiy
- Emporia State University
- Eureka College
- Ferris State University
- Grace College
- Grand View College
- Hanover College
- Greenville College
- IIT-Illinois Inst. of Technology
- Univ. of Illinois-Chicago
- Univ. of Illinois - Chemistry & Chemical Engrg.
- University of Illinois - Commerce & Business
- Univ. of Illinois - Engrg.
- Indiana University
- Indiana Univ. - Northwest
- Indiana Univ. / Purdue Univ. - Indianapolis
- Iowa State Univ. - Agri.
- Iowa State Univ. - Bus., Science & Humanities
- Iowa State Univ. - Design
- Iowa State Univ. - Engrg.
- Iowa State Univ. - Family & Consumer Science
- Univ. of Iowa - Bus / Engrg.
- John Carroll University
- Judson College
- Univ. of Kansas - Arts
- Univ. of Kansas - Bus.
- Univ. of Kansas - Engrg.
- Knox College
- Lawrence University
- Loras College
- Mac Murray College
- Manchester College
- Marietta College
- Marquette University
- Mayville State University
- Michigan State University
- Michigan Tech University
- Univ. of Michigan - Ann Arbor - Engineering
- Univ. of Michigan- Dearborn
- Univ. of Minnesota- Agri.
- Univ. of Minnesota- Carlson Sch. of Mgmt.
- Univ. of Minnesota-Lib. Arts
- Minot State University
- Univ.of Missouri - Columbia - Engineering
- Univ. of Missouri - Rolla
- Univ. of Missouri - St. Louis
- Missouri Western State College
- College of Mount St. Joseph
- Mundelein College
- Muskingum College
- Univ. of North Dakota
- Northern Illinois University
- Northern Michigan University
- Northland College
- Northwestern College
- Northwestern University
- Northwestern Univ.- Kellogg Grad. Sch. of Business
- Northwest Missouri State Univ.
- Ohio Northern University
- Ohio State Univ. - Agri.
- Ohio State Univ. - Arts & Sci.
- Ohio State Univ. - Bus.
- Ohio State Univ. - Engrg.
- Ohio University
- Otterbein College
- Pittsburg State University
- Purdue University
- Rockford College
- Saginaw Valley State Univ.
- Southern Illinois Univ. - Carbondale
- Southern Illinois Univ. - Edwardsville
- Southwest Missouri State Univ.
- St. Ambrose University
- College of St. Thomas
- Stephens College
- Taylor University
- Teikyo Westmar University
- University of Toledo
- Tri-State University
- Washington Univ. - Bus.
- Washington Univ. - Engrg.
- Wayne State University
- Wichita State University
- Univ. of Wisconsin - Eau Claire
- Univ. of Wisconsin - Green Bay
- University of Wisconsin - Madison - Arts
- University of Wisconsin - Madison - Business
- University of Wisconsin - Madison - Engineering
- Univ. of Wisconsin - Platteville
- Univ. Wisconsin - River Falls
- College of Wooster
- Wright State University
- Youngstown State Univ.

RMCPA

- American Grad School of International Mgmt. - Thunderbird
- University of Arizona
- Brigham Young Univ.
- Carroll College
- Colorado School of Mines
- Colorado State University
- Colorado Tech
- University of Colorado
- University of Denver
- Eastern Montana College
- Kansas State University
- Kearney State College
- Montana State University
- University of Montana
- Univ. of Nebraska - Lincoln
- Univ. of Nebraska - Omaha
- New Mexico Institute of Mining & Technology
- New Mexico State University
- University of New Mexico
- Northern Arizona Univ.
- Univ. of North. Colorado
- Sioux Falls College
- South Dakota School of Mines
- Univ of South Dakota -Bus.
- Utah State University
- University of Utah
- Washburn University
- University of Wyoming

SCPA

- Alabama A&M Univ.
- University of Alabama
- Univ. of Alabama - Engrg
- Univ. of Alabama-Birmingham
- Auburn University
- Augusta College
- Averett College
- Bellarmine College
- Berry College
- Catawba College
- University of Central Florida
- Centre College
- The Citadel, Military College of South Carolina
- Clemson University
- Duke University
- Duke Univ. - Fuqua School of Business
- East Carolina University
- Eastern Kentucky University
- East Tennessee State Univ.
- Elon College
- Emory Univ. - Business
- Florida Atlantic Univ.
- Florida Institute of Technology
- Florida State University
- University of Florida
- Georgia College
- Georgia Southwestern College
- Georgia State University
- University of Georgia
- Hampton University
- Jacksonville University
- University of Kentucky
- Louisiana College
- Louisiana State University
- University of Louisville
- University of Louisville-Engrg.
- Mars Hill College
- Mary Washington College
- Memphis State University
- Middle Tennessee State Univ.
- Millsaps College
- Mississippi State University
- University of Mississippi
- University of Montevallo
- Morehead State University
- Morris College
- North Carolina A&T State University
- North Carolina Central Univ.
- North Carolina State University -Textiles
- University of North Carolina -Chapel Hill
- University of North Carolina-Greensboro
- Northeast Louisiana Univ.
- Northern Kentucky Univ.
- Univ. of North Florida
- Oglethorpe University
- Old Dominion Univ.
- Institute of Paper & Science
- Presbyterian College
- Queens College
- Randolph-Macon Woman's College
- Ringling School of Art & Design
- Rollins College
- St. Augustine's College
- Samford University
- University of South Alabama
- University of South Carolina
- University of South Carolina - Coastal
- University of South Carolina - Spartanburg
- Southern College of Technology
- Univ. of Southern Mississippi
- University of South Florida
- Spring Hill College
- Tennessee Tech University
- Univ. of Tennessee - Chattanooga
- Univ. of Tennessee - Knoxville
- Troy State Univ. at Dothan
- Tulane University
- Valdosta State College
- Vanderbilt University
- Vanderbilt University - Owen Grad. School of Mgmt.
- Virginia Tech & State Univ.
- University of Virginia
- Wake Forest University
- Wake Forest Univ.-Babcock Grad. School of Mgmt.
- Western Carolina Univ.
- Western Kentucky Univ.
- College of William & Mary
- Winthrop College
- Wofford College
- Xavier Univ. of Louisiana

SWPA

- Arkansas College
- Univ. of Arkansas-Fayetteville
- Baylor University
- Corpus Christi State University
- East Texas State University
- Hendrix College
- University of Houston
- Univ.of Houston - Clear Lake
- Lamar University
- Langston University
- Louisiana Tech University
- Midwestern State University
- University of North Texas
- Oklahoma State University
- Oklahoma State Univ. - Engrg.
- University of Oklahoma
- UT - Pan American
- Prairie View A & M University
- Sam Houston State University
- Southern Methodist University
- Stephen F. Austin State Univ.
- Texas A & I University
- Texas A & M University
- Texas Lutheran College
- Texas Tech University
- University of Texas - Arlington
- University of Texas - Austin - Business Administration
- Univ. of Texas-Austin - Engrg.
- University of Texas - El Paso
- University of Texas - Tyler

WCPA

- Arizona State University
- California Inst. of Technology
- California Poly. State University - San Luis Obispo
- California State Poly University - Pomona
- California State Univ.- Fresno
- California State Univ.-Hayward
- California State Univ.- Long Beach
- California State University- Los Angeles
- California State University- Sacramento
- Univ. of California - Irvine - Graduate School of Mgmt.
- Univ. of California - Los Angeles
- Gonzaga University
- University of Idaho
- Loyola Marymount University
- Mills College
- Monterey Institute of International Studies
- University of Nevada - Reno
- Oregon State University
- University of Oregon
- University of the Pacific
- Point Loma Nazarene College
- Portland State University
- University of Redlands
- San Diego State University
- University of San Francisco
- San Franicisco State University
- San Jose State University
- Santa Clara University
- Univ. of Southern California
- Univ. of Southern California- Graduate School of Business
- Stanford University
- Washington State University
- University of Washington
- Westmont College

A3940-2U 4/92

A study of 1991-1992 beginning offers

CPC $alary $urvey

March 1992

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The economy is showing tentative signs of improvement, leaving many wondering if this is the real thing or if it's an instant replay of last spring's mini rebound that fizzled. On the plus side: The index of leading economic indicators rose in January following two months of decline, implying a pick up in the economy. The surge in construction spending and manufacturing orders, plus an increase in the money supply, are the main contributors to this current improvement. On the negative side: Consumer confidence continues to be low—puzzling economists—as many fear losing employment and thus hold back on spending. Contributing to this lack of confidence is the fear that downsizing is not a temporary remedy to corporate bloat but rather a way of life, with many downsized companies planning to keep their work forces lean. This, in turn, is felt in the college entry-level job market.

Opportunities for new college graduates have been suffering throughout the recession, and with recovery not expected to show strength until the second half of 1992, many of this year's seniors may graduate without permanent positions. And, while there are job offers being made to new graduates, starting salaries remain at about the same level as last year.

Offers to most business graduates remain stable compared to September 1991 salary figures. Accounting graduates received the best increase, with starting salary offers 2.5 percent higher than September's figures for an average of \$27,303. Business administration graduates also fared well with 1.5 percent higher starting salary offers, averaging \$24,369. However, economics and finance graduates received starting salary offers slightly lower than September's final figures for an average of \$25,609.

Engineering graduates seem to have the only advantage during this period of uncertainty, as demand for their skills continues to outpace their supply. Chemical engineers continue to attract multiple job offers from both chemical and petroleum companies, with starting salary offers up 4.8 percent to an average of \$39,301. Electrical and mechanical engineers also gained in terms of starting salary offers. Electrical engineers received 2.8 percent higher starting salaries for an average of \$34,129, and offers to mechanical engineers rose 2.7 percent to \$34,922. Further cuts in the defense budget will only make it tougher on aerospace graduates. However, while only 40 offers were reported for aerospace graduates, their average starting salary jumped 4.3 percent to \$31,977.

Though the de-emphasis on defense has sliced into the job market for aerospace engineers, it has expanded the job market for civil engineers, with monies being redirected to environmental and infrastructure concerns. Civil engineers posted a modest 1.2 percent gain in their starting salary offers—cracking the \$30,000 barrier for an average of \$30,006. While that gain is modest, civil engineering graduates exhibit strength in their employability, receiving offers for environmental, transportation, and state and local government opportunities.

The news could be better for M.B.A. graduates. The depressed job market has greatly affected the long standing high salaries that M.B.A.s have come to expect. Starting salary offers to most types of M.B.A. graduates are lower than September's final figures. However, this was also the case in March 1991, and M.B.A. starting salaries may improve as the recruiting season closes.

This year has been rough for new college graduates, with many not sure of what the outlook will be for them when they graduate. The signs point toward an economic recovery, but it has been slow to show any major upturn. Federal Reserve Chairman Alan Greenspan expects a strengthening in the economy, but cautions that low consumer confidence may hold back a strong recovery.

The March 1992 ***CPC Salary Survey*** contains information received during the period of September 1, 1991, to March 9, 1992, and master's-degree information was collected until March 16, 1992. Its data are compiled from offers extended to students graduating between September 1, 1991, and August 31, 1992. Participating in the ***Salary Survey*** are 433 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at \$3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 433 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September. The offers reported in the ***Survey*** are a representative sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	March 1992	March 1992	September 1991		90th	50th	10th
BUSINESS							
Accounting	**1,361**	**$27,303**	$26,642	2.5%	$30,600	$27,504	$23,000
Business Administration (incl. Management Science)	**396**	**24,369**	24,019	1.5	30,050	24,000	18,000
Distribution Management	**7**	**23,571**	27,081	*	*	*	*
Economics & Finance (incl. Banking)	**317**	**25,609**	25,819	-0.8	31,500	26,000	18,435
Hotel/Restaurant Management	**21**	**19,792**	21,220	-6.7	23,500	19,392	18,000
Human Resources (incl. Labor Relations)	**25**	**24,023**	23,812	0.9	30,000	25,000	18,000
Management Information Systems	**110**	**28,457**	28,237	0.8	33,600	29,012	23,000
Marketing/Marketing Management (incl. Research)	**331**	**23,806**	23,713	0.4	28,800	23,400	18,000
Real Estate	**2**	**24,580**	21,693	*	*	*	*
COMMUNICATIONS							
Advertising	**27**	**20,736**	21,490	-3.5	26,000	20,228	15,000
Communications	**113**	**21,400**	21,852	-2.1	26,813	21,600	16,000
Journalism	**49**	**18,787**	19,821	-5.2	24,000	19,000	12,480
Telecommunications/Broadcasting	**12**	**20,073**	22,321	*	*	*	*
EDUCATION							
Elementary Education	**112**	**19,952**	19,439	2.6	24,600	21,000	13,600
Pre-Elementary Education	**3**	**20,233**	16,724	*	*	*	*
Physical Education	**19**	**22,973**	20,137	*	*	*	*
Special Education	**14**	**22,100**	21,536	*	*	*	*
HOME ECONOMICS							
Human Ecology	**16**	**20,335**	20,628	*	*	*	*
Textiles & Clothing	**12**	**24,583**	20,940	*	*	*	*
Merchandising Management	**14**	**20,750**	20,967	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**24**	**21,894**	21,526	1.7	25,000	21,452	18,000
Letters	**53**	**20,650**	21,937	-5.9	26,000	20,000	16,200
Visual & Performing Arts	**34**	**22,418**	19,913	12.6	30,000	21,781	15,600
Humanities-Other	**27**	**21,834**	23,567	-7.4	25,000	22,000	18,000
Criminal Justice	**15**	**19,985**	22,280	*	*	*	*
History	**21**	**22,449**	23,441	-4.2	26,000	22,000	19,200
Political Science/Government	**39**	**22,886**	23,252	-1.6	27,000	22,000	19,500
Psychology	**70**	**19,425**	20,541	-5.4	27,400	17,750	14,000
Sociology	**24**	**18,664**	20,341	-8.2	23,000	19,100	12,000
Social Sciences-Other	**71**	**21,489**	21,375	0.5	26,813	21,350	15,000
ENGINEERING							
Aerospace & Aeronautical	**40**	**31,977**	30,667	4.3	35,500	31,550	28,500
Agricultural	**24**	**32,638**	30,249	7.9	37,000	34,000	28,163
Architectural	**27**	**29,457**	30,396	-3.1	36,000	29,000	24,000
Bioengineering & Biomedical	**6**	**28,960**	30,391	*	*	*	*
Chemical	**440**	**39,301**	37,492	4.8	41,580	39,720	36,500
Civil	**256**	**30,006**	29,658	1.2	36,000	29,820	25,275

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	March 1992	March 1992	September 1991		90th	50th	10th
Continued . . .							
Computer	**71**	**$33,261**	$32,280	3.0 %	$36,360	$33,600	$29,000
Electrical	**516**	**34,129**	33,190	2.8	38,000	34,500	29,000
Environmental	**1**	**34,500**	27,317	*	*	*	*
Industrial	**175**	**33,144**	32,131	3.2	36,600	34,000	28,500
Mechanical	**605**	**34,922**	33,999	2.7	39,000	35,000	31,000
Metallurgical	**22**	**32,817**	33,314	-1.5	36,000	33,850	30,000
Mining	**16**	**32,586**	31,738	*	*	*	*
Nuclear	**17**	**34,842**	32,175	*	*	*	*
Petroleum	**26**	**41,482**	38,882	6.7	44,000	42,600	38,400
Textile	**2**	**30,500**	+	*	*	*	*
Engineering Technology	**195**	**31,009**	30,098	3.0	35,580	32,000	25,000
Industrial Technology	**5**	**26,640**	28,403	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	**55**	**23,998**	23,552	1.9	30,000	24,000	19,000
Animal Sciences	**12**	**18,400**	21,851	*	*	*	*
Plant Sciences	**6**	**23,250**	21,459	*	*	*	*
Natural Resources	**8**	**23,803**	21,342	*	*	*	*
Other Agricultural Sciences	**19**	**22,909**	23,694	*	*	*	*
COMPUTER SCIENCES							
Computer Science	**295**	**31,033**	30,696	1.1	36,000	31,000	25,000
Computer Programming	**9**	**25,667**	27,111	*	*	*	*
Information Sciences & Systems	**31**	**29,286**	29,218	0.2	34,507	29,793	24,000
Systems Analysis	**8**	**28,723**	27,521	*	*	*	*
HEALTH SCIENCES							
Allied Health	**6**	**30,167**	29,443	*	*	*	*
Health Sciences	**16**	**23,015**	21,861	*	*	*	*
Nursing	**48**	**28,992**	29,596	-2.0	36,700	27,270	24,000
Pharmacy[2]	**34**	**40,744**	39,533	3.1	45,000	40,000	33,280
SCIENCES							
Actuarial	**5**	**27,000**	31,392	*	*	*	*
Architectural & Environmental Design	**19**	**26,956**	26,017	*	*	*	*
Biological	**22**	**24,417**	21,917	11.4	34,000	25,200	14,872
Chemistry	**37**	**28,667**	26,836	6.8	34,200	27,000	23,000
Geological	**7**	**26,743**	28,463	*	*	*	*
Mathematics (incl. Statistics)	**59**	**26,624**	27,370	-2.7	34,200	26,813	19,000
Physics	**4**	**28,650**	29,227	*	*	*	*
Other Physical and Earth Sciences	+	+	24,140				
Polymer Science	+	+	34,367				
Textile Science	**16**	**29,590**	+	*	*	*	*
	6,499						

N/A - No historic data available

* Not computed for fewer than 20 offers

+ No offers reported

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	March 1992	March 1992	September 1991		90th	50th	10th
FINANCE							
Accounting (Public)	**1,150**	**$27,613**	$27,246	1.3%	$30,996	$28,000	$24,000
Accounting (Private)	**237**	**25,522**	25,049	1.9	30,000	26,400	19,600
Commercial Banking (Consumer)	**30**	**19,149**	22,408	-14.5	25,000	20,500	14,000
Commercial Banking (Lending)	**34**	**23,559**	23,638	-0.3	28,000	24,000	16,500
Investment Banking (Corporate Finance)	**13**	**28,158**	29,245	*	*	*	*
Investment Banking (Mergers & Acquisitions)	+	+	28,493				
Investment Banking (Real Estate)	**3**	**32,667**	22,428	*	*	*	*
Investment Banking (Sales & Trading)	**12**	**25,678**	24,270	*	*	*	*
Financial/Treasury Analysis	**104**	**27,342**	27,184	0.6	33,000	27,900	21,000
Portfolio Management/Brokerage	**20**	**22,955**	24,872	-7.7	30,000	23,000	16,000
Insurance (Underwriting)	**33**	**23,794**	24,681	-3.6	30,000	24,000	19,500
Insurance (Claims)	**37**	**23,328**	23,149	0.8	28,440	23,160	18,000
COMMUNICATIONS							
Design/Graphic Arts	**11**	**19,782**	21,100	*	*	*	*
Media Planning	**7**	**18,757**	21,065	*	*	*	*
Reporting	**13**	**17,123**	17,540	*	*	*	*
Production	**21**	**23,300**	26,403	-11.8	31,000	21,800	18,000
Public Relations	**29**	**20,735**	20,912	-0.8	27,600	20,000	15,000
Writing/Editing	**18**	**20,822**	20,711	*	*	*	*
MARKETING							
Advertising	**17**	**21,921**	20,815	*	*	*	*
Brand/Product Management	**48**	**25,147**	24,918	0.9	33,496	23,380	18,000
Buyer/Merchandising	**56**	**23,976**	23,542	1.8	28,500	23,250	20,000
Distribution	**18**	**24,870**	25,157	*	*	*	*
Market Research	**25**	**23,293**	24,769	-6.0	30,000	23,496	17,500
Purchasing	**9**	**29,356**	27,736	*	*	*	*
Sales	**379**	**24,536**	25,205	-2.7	32,000	24,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	**27**	**22,007**	21,632	1.7	26,000	21,500	16,300
Finance, Taxation, Monetary Policy	**27**	**24,922**	23,036	8.2	29,000	25,000	21,000
Economic Programs	**2**	**28,250**	21,751	*	*	*	*
Law Enforcement	**12**	**20,260**	23,325	*	*	*	*
Military	**26**	**24,041**	24,240	-0.8	28,476	24,000	20,000
National Security	**1**	**26,000**	21,877	*	*	*	*
Urban/Regional Planning	**7**	**25,667**	23,655	*	*	*	*
ENGINEERING							
Bioengineering	**3**	**31,000**	35,064	*	*	*	*
Design/Construct	**311**	**32,045**	31,005	3.4	37,560	32,000	26,100
Environmental/Sanitation	**63**	**31,293**	30,725	1.8	38,160	31,004	25,000
Manufacturing/Industrial	**382**	**34,747**	33,731	3.0	39,600	35,000	30,000
Systems/Programming	**58**	**32,491**	32,363	0.4	37,200	33,000	27,000
Power Systems	**83**	**34,579**	33,228	4.1	38,500	34,200	31,500
Software Design & Development	**82**	**33,714**	32,687	3.1	38,200	34,500	28,000
Hardware Design & Development	**54**	**33,398**	34,133	-2.2	36,000	33,700	28,000
Research & Development	**89**	**35,366**	34,319	3.1	40,500	36,300	28,476
Testing	**52**	**31,404**	30,889	1.7	36,000	32,150	25,500
Process Engineering	**315**	**38,976**	37,659	3.5	42,000	39,500	35,000
Project Engineering	**412**	**34,941**	33,960	2.9	40,500	34,990	29,900
Other Engineering	**503**	**33,538**	32,851	2.1	38,500	34,200	27,600
HEALTH CARE							
Administrative	**11**	**22,827**	23,673	*	*	*	*
Industrial Hygiene	+	+	29,053				
Medical Technology	**5**	**24,684**	24,888	*	*	*	*
Nursing / Personal Care	**52**	**28,691**	29,486	-2.7	35,360	27,300	24,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

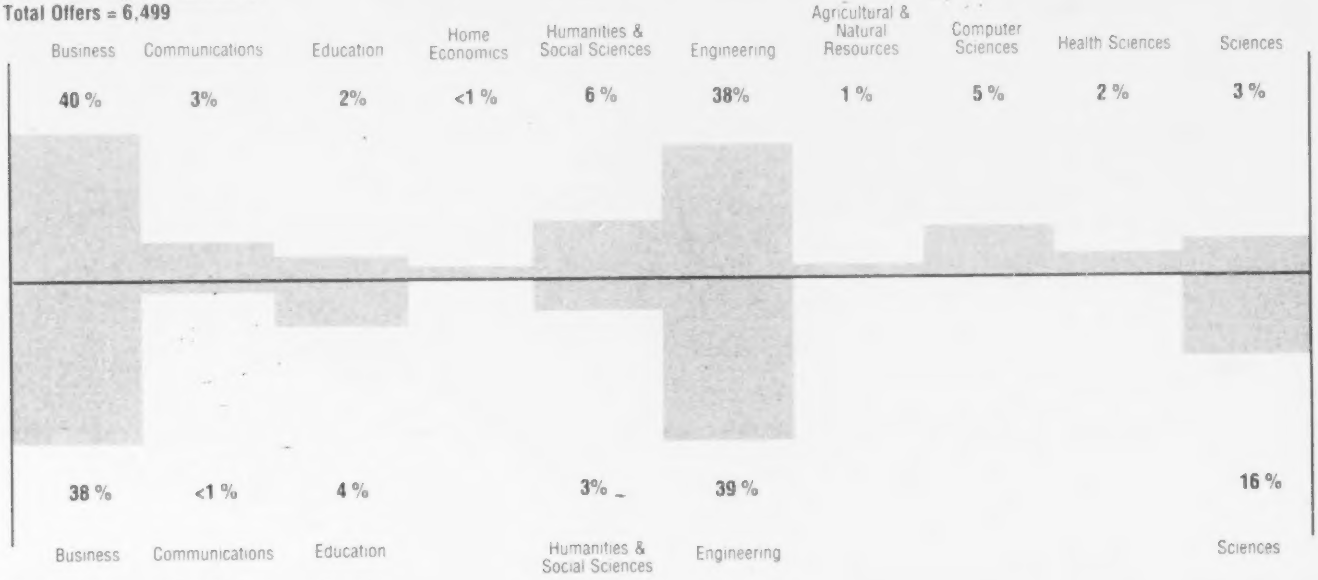
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	March 1992	March 1992	September 1991		90th	50th	10th
Continued . . .							
Occupational Therapy	**9**	**$29,108**	$29,291	*	*	*	*
Pharmacist	**32**	**40,916**	39,389	3.9%	$45,000	$40,000	$36,000
Physical Therapy	**2**	**21,500**	29,990	*	*	*	*
Respiratory Therapy	**+**	**+**	32,651				
Other Health Related	**26**	**20,159**	25,753	-21.7	24,500	18,850	14,980
SOCIAL SERVICES							
Administration	**14**	**19,464**	20,452	*	*	*	*
Counseling	**27**	**16,485**	17,382	-5.2	21,453	16,800	12,000
Fundraising/Development	**14**	**21,879**	19,840	*	*	*	*
Social Work	**28**	**17,063**	17,455	-2.2	22,000	17,188	12,000
COMPUTER SCIENCE							
Computer Programming	**196**	**29,612**	28,762	3.0	35,046	29,822	23,000
Information Systems	**101**	**29,252**	29,740	-1.6	34,200	29,100	24,900
Computer Systems Analyst	**116**	**31,089**	30,442	2.1	36,000	31,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	**12**	**27,449**	31,759	*	*	*	*
Agricultural/Natural Resources	**45**	**22,182**	21,518	3.1	28,000	21,500	17,000
Architecture	**13**	**23,962**	25,879	*	*	*	*
Consulting	**163**	**29,778**	29,007	2.7	34,000	30,000	26,000
Human Resources/Industrial Relations	**25**	**24,448**	23,531	3.9	31,000	25,000	18,000
Management Trainee	**471**	**22,694**	22,726	-0.1	28,750	23,000	18,000
Mathematician/Statistician	**14**	**23,286**	24,606	*	*	*	*
Paralegal	**6**	**18,867**	21,251	*	*	*	*
Research (Nontechnical)	**5**	**17,250**	22,326	*	*	*	*
Research (Technical)	**15**	**27,976**	27,274	*	*	*	*
Teaching	**264**	**21,426**	20,027	7.0	26,813	21,428	15,200
	6,499						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 6,499



Master's Degree Candidates (Inexperienced)
Total Offers = 651

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,735 1073 $31,000 $24,500	$26,750 2		$23,771 28 $28,500 $20,000	$25,667 3	$23,200 5	$25,669 3	$26,010 10	$18,000 1	$24,262 24 $27,500 $18,000	$25,133 3	$22,933 3	$24,471 18	$25,000 1	$25,258 12	$23,832 4		
Business Administration - incl. Management Science	$28,000 25 $31,000 $27,000	$17,750 2		$21,117 18	$27,325 4	$27,571 7	$33,200 2	$29,044 23 $33,000 $25,500	$24,667 3	$23,396 17	$22,185 8	$23,450 5	$23,574 36 $27,360 $17,500	$17,000 1	$23,013 104 $27,100 $19,000	$20,000 2		
Distribution Management															$22,400 5			
Economics & Finance (incl. Banking)	$27,675 16			$22,351 40 $27,000 $13,500	$32,360 10		$24,667 3	$27,861 28 $31,000 $26,000		$23,767 30 $30,000 $18,000	$24,633 3	$29,550 2	$23,309 33 $29,000 $19,200	$15,600 1	$23,623 37 $28,500 $18,000			
Hotel / Restaurant Management											$20,178 5	$19,461 12						
Human Resources (incl. Labor Relations)				$19,000 3			$14,000 1	$32,000 1			$19,500 1		$23,040 7					
Management Information Systems	$29,667 3			$27,450 2		$27,000 1	$27,075 14	$29,100 10		$30,250 2		$18,000 1	$26,776 17		$23,667 3			
Marketing/Marketing Management (incl. Research)		$20,833 3		$20,650 10		$20,050 6	$24,925 4	$22,520 10		$21,850 10	$22,913 8	$25,026 2	$26,950 16		$22,657 127 $26,220 $18,500	$12,000 1		$21,600 2
Real Estate										$26,000 1			$23,160 1					
Advertising		$21,757 7				$21,368 4				$23,000 1					$14,400 1			$20,500 2
Communications	$26,000 1	$21,033 3		$17,750 2		$19,389 9		$17,000 1		$22,000 1	$20,000 1	$21,600 3	$21,178 14		$21,779 25 $26,800 $17,000	$12,480 1		$22,500 2
Journalism	$26,000 1	$19,000 1		$19,200 2		$17,453 11	$17,000 1			$17,326 1			$21,400 1		$21,455 8	$18,000 1		$16,000 8
Telecommunications/ Broadcasting						$14,333 3		$34,300 1										
Elementary Education																		
Pre-Elementary Education																		
Physical Education															$24,000 1			
Special Education																		

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology											$25,000 1	$20,167 3	$24,000 1		$19,750 2		$18,500 1	
Textiles & Clothing															$21,357 7			
Merchandising Management															$20,750 14			
Foreign Languages				$14,500 1							$41,000 1	$18,000 1	$24,500 1		$21,333 3			$17,000 2
Letters		$22,500 2		$16,933 3		$17,680 1	$20,130 2		$23,500 1	$18,000 1	$15,000 1		$20,750 2		$22,375 8			$15,500 2
Visual & Performing Arts		$17,000 1													$19,500 3			$22,250 2
Humanities-Other						$13,000 1				$22,500 1	$22,667 3		$23,043 6		$21,900 5			$18,000 1
Criminal Justice													$23,160 1	$11,440 1			$17,200 2	
History						$25,748 2		$22,600 2				$24,000 1			$21,000 1			$20,800 1
Political Science / Government					$30,000 1	$22,000 1		$27,300 2		$18,460 1	$20,000 1		$18,150 2	$20,160 1	$21,063 8	$26,000 1		
Psychology				$14,500 2		$17,000 2	$22,750 2	$29,900 1			$20,800 1	$19,500 1	$25,250 2		$23,714 7	$17,500 1		
Sociology				$15,000 1									$22,000 1		$22,750 2	$18,000 1		
Social Sciences-Other				$14,000 1				$29,000 1		$20,000 1			$20,000 1		$21,167 3			
Aerospace & Aeronautical Engineering								$33,500 2										
Agricultural Engineering									$32,450 2								$28,163 1	
Architectural Engineering			$24,333 3					$28,100 5	$29,573 3									
Bioengineering & Biomedical Engineering						$34,200 1												
Chemical Engineering								$37,340 17	$38,185 23 $39,700 $37,000									
Civil Engineering			$36,000 1					$29,816 34 $33,000 $25,200	$30,610 61 $35,000 $27,000									
Computer Engineering	$33,000 1					$35,260 5	$32,417 6	$31,244 9					$31,550 4		$27,000 1			

	SERVICE EMPLOYERS																	
Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$29,000 1		$34,000 1			$33,206 4	$33,727 9	$32,491 38 $36,800 $29,000	$33,715 28 $37,800 $30,000						$27,000 1			
Environmental Engineering																		
Industrial Engineering			$34,000 1			$34,500 2	$34,000 1	$31,214 33 $34,500 $29,000	$35,340 5		$35,000 1		$27,000 1		$33,000 1			
Mechanical Engineering			$33,150 2			$33,500 1		$32,963 39 $35,200 $31,000	$35,144 28 $38,400 $32,000									
Metallurgical Engineering																		
Mining Engineering								$29,906 5	$31,800 2						$28,991 1			
Nuclear Engineering								$33,300 2	$40,200 1									
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology			$26,475 8			$33,000 1	$25,000 1	$33,667 3	$30,645 11		$26,400 1		$31,559 5		$25,000 1			
Industrial Technology															$23,600 2			
Agribusiness	$27,500 1			$22,500 2			$33,000 1	$22,500 2		$22,500 1	$27,000 1				$23,300 5			
Animal Sciences								$17,500 2										
Plant Sciences								$24,000 1										
Natural Resources								$25,707 3										
Other Agricultural Sciences										$19,200 1	$25,000 1				$30,368 1			
Computer Science	$27,500 4			$28,000 5		$32,100 10	$31,226 52 $36,500 $25,000	$29,202 21 $31,000 $28,000	$30,220 5	$30,657 7	$26,000 1	$20,000 1	$28,917 26 $30,000 $27,600	$30,000 1	$25,625 8			$18,000 1
Computer Programming							$30,000 2								$21,000 1			
Information Sciences & Systems	$30,349 4			$27,998 2			$32,867 3	$28,000 1					$29,362 6		$28,000 1			
Systems Analysis						$28,000 1	$32,496 2	$25,000 1					$29,793 1					

SERVICE EMPLOYERS

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality / Amusement / Recreation / Fast Food	Hospitality / Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/Security Services	Publishing
Allied Health																		
Health Sciences						$18,700 1						$16,700 1			$32,400 1	$35,000 1		
Nursing																		
Pharmacy															$42,622 21 $45,000 $40,000			
Actuarial	$24,500 2									$22,000 1			$32,000 2					
Architectural & Environmental Design			$24,463 8					$42,000 1							$25,000 1			
Biological								$23,800 1					$31,500 1		$18,467 3			
Chemistry	$25,500 1							$29,250 2	$25,000 1									
Geological									$22,333 3									
Mathematics (incl. Statistics)	$26,000 1			$27,000 1	$14,500 1		$30,805 6	$27,972 9	$28,200 1				$27,469 10				$25,000 1	$27,000 1
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$27,742 1119 $31,000 $24,500	$21,329 21 $26,300 $17,500		$21,729 113 $27,500 $14,400	$29,994 18	$20,555 53 $27,000 $13,000	$25,404 32 $29,100 $18,000	$27,413 90 $32,500 $21,000	$23,100 5	$23,509 91 $29,000 $18,000	$22,710 37 $27,300 $19,392	$21,575 34 $26,100 $18,000	$23,921 160 $29,000 $18,000	$17,840 5	$22,644 386 $27,000 $18,000	$19,942 12	$17,633 3	$18,723 22 $24,000 $16,000
Technical Curricula	$28,093 15		$27,117 24 $34,000 $20,800	$26,800 10	$14,500 1	$32,559 26 $36,500 $27,500	$31,593 83 $36,500 $25,500	$31,290 231 $36,500 $27,000	$32,851 174 $39,000 $27,000	$27,830 10	$27,880 5	$18,350 2	$29,268 56 $34,060 $25,125	$30,000 1	$32,590 49 $43,500 $22,200	$35,000 1	$26,582 2	$22,500 2

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$31,195 37 $35,000 $28,000			$32,100 5			$37,000 1	$35,625 4		$38,000 2			$30,500 2		$32,029 7			
MBA - Technical Undergraduate Degree	$31,000 1						$40,000 1	$33,667 3		$18,000 1								

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$28,600 2		$17,800 3	$29,225 10	$21,250 2	$23,538 14	$23,537 13	$23,958 4	$24,350 2	$22,800 1		$27,000 1		$26,625 4	$21,000 1	$27,433 3	$22,600 3	$23,653 8
Business Administration / incl. Management Science	$18,250 4	$23,084 6	$21,763 8	$27,920 5	$25,667 6	$23,558 8	$23,171 6	$24,000 3	$29,509 2	$20,726 4		$20,614 2	$18,989 3	$22,000 1	$24,500 2	$26,000 4	$23,900 5	$27,567 6
Distribution Management						$28,000 1												
Economics & Finance (incl. Banking)	$12,000 1	$21,000 2	$20,000 2	$27,250 2	$23,109 1	$24,346 14	$22,799 6							$27,633 3	$27,833 3	$29,000 2		$28,869 8
Hotel / Restaurant Management				$20,000 1														
Human Resources (incl. Labor Relations)			$18,000 1	$26,875 4	$25,000 2													
Management Information Systems	$30,000 1		$26,000 1	$32,595 10		$20,000 1	$22,000 1	$30,500 1	$38,000 1						$35,000 1	$30,800 3	$34,200 1	$29,000 2
Marketing / Marketing Management (incl. Research)	$21,000 2	$26,500 2	$22,418 8	$21,353 3		$24,999 4	$23,408 3	$21,000 1	$27,900 5			$24,000 2				$25,100 5	$16,350 2	$31,137 7
Real Estate																		
Advertising								$20,000 2										$25,750 2
Communications	$16,750 2	$15,000 1	$22,750 4		$19,475 6		$20,186 7	$22,750 2		$15,384 1		$18,240 6	$21,000 2		$28,000 1	$23,000 2		$30,333 3
Journalism					$19,050 2		$19,500 1	$23,500 2		$17,833 3	$16,400 2	$17,750 2	$19,000 1					
Telecommunications / Broadcasting															$20,000 1			$26,000 1
Elementary Education	$17,000 1				$19,976 109 $25,000 $13,500			$23,000 1				$17,300 1						
Pre-Elementary Education					$20,233 3													
Physical Education					$23,833 15	$22,000 1						$15,500 1				$17,500 1		
Special Education					$22,150 13							$21,453 1						

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued . . .	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology			$22,000 1		$15,959 3			$14,400 1	$22,800 1									
Textiles & Clothing	$23,500 1																	
Merchandising Management																		
Foreign Languages					$22,533 14	$14,000 1												
Letters					$20,931 17	$24,000 1			$20,000 1				$18,750 2		$17,000 1	$21,000 1		
Visual & Performing Arts					$22,714 18		$36,000 1			$15,750 2	$15,600 1	$31,000 1					$30,000 1	$23,000 1
Humanities-Other				$20,000 1	$22,200 6					$25,000 1								
Criminal Justice						$16,973 3	$23,080 5		$21,000 1			$18,500 1						
History			$16,016 1		$21,044 6	$21,906 1						$19,238 1						
Political Science / Government			$21,000 1		$24,400 1	$20,000 1	$22,785 6			$20,000 1		$12,000 1						
Psychology	$22,000 1	$22,800 1	$21,600 1		$17,775 7		$19,033 3	$22,704 5	$16,726 7	$12,000 1		$16,276 17	$21,500 1					$28,000 1
Sociology	$20,000 1					$21,500 2	$18,500 2	$13,000 1	$23,300 2			$16,980 8	$12,000 1	$28,000 1				
Social Sciences-Other					$24,052 25 $26,813 $20,087	$22,763 8	$20,097 10	$22,000 1	$16,833 3	$13,850 2	$20,000 1	$16,652 9	$20,000 1					$22,300 1
Aerospace & Aeronautical Engineering		$32,100 1	$32,500 2			$28,000 1								$31,497 28 $34,450 $28,500		$33,225 2		
Agricultural Engineering							$23,583 3								$31,000 1	$34,557 7		
Architectural Engineering		$30,000 1		$36,000 1	$18,875 1		$36,800 2										$29,573 6	
Bioengineering & Biomedical Engineering									$34,000 1									$22,360 1
Chemical Engineering		$29,000 1		$35,633 8			$39,600 1		$31,500 1					$46,500 1	$37,110 10	$38,096 5	$40,000 1	$39,579 149 $41,100 $37,800
Civil Engineering		$30,950 2	$29,042 32 $31,812 $27,252	$34,525 8		$26,753 18	$28,021 54 $31,800 $25,275									$36,000 1	$28,913 15	$36,720 1
Computer Engineering		$34,653 2		$36,393 3	$30,128 1	$31,250 2	$33,600 1									$32,300 2		$36,550 2

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$31,266 6	$28,161 4	$34,243 51 $35,500 $31,800		$28,930 23 $34,000 $26,500		$45,000 1	$31,500 1		$32,000 1			$33,655 28 $35,620 $30,000	$37,200 3	$34,253 24 $36,000 $32,000	$31,956 7	$36,627 11
Environmental Engineering																		
Industrial Engineering			$28,880 2	$35,933 3		$30,094 7	$27,850 1	$33,000 1	$30,500 1					$32,667 3	$36,900 2	$33,099 17	$34,047 6	$33,620 5
Mechanical Engineering		$34,232 5	$33,416 5	$32,840 32 $34,500 $30,600	$24,700 1	$30,015 12	$30,067 3		$35,000 1					$32,788 8	$35,640 5	$34,293 95 $36,600 $31,000	$32,792 13	$36,696 51 $39,000 $34,200
Metallurgical Engineering						$22,000 1										$37,200 1		$32,192 2
Mining Engineering																		
Nuclear Engineering				$33,913 8			$34,000 2											
Petroleum Engineering						$26,400 1												
Textile Engineering																		
Engineering Technology			$34,750 4	$31,923 12		$27,715 2	$27,000 1	$35,000 1	$31,000 1					$30,565 17		$33,889 17	$30,693 32 $34,000 $26,000	$37,020 3
Industrial Technology																$33,000 1		
Agribusiness	$15,680 1					$19,000 2									$23,891 31 $28,000 $19,500			$32,000 1
Animal Sciences					$19,500 1				$15,360 1						$17,157 6			$28,000 1
Plant Sciences					$36,500 1										$19,750 4			
Natural Resources		$26,000 1				$21,906 1	$17,400 1									$24,000 1		
Other Agricultural Sciences							$32,000 1		$30,000 1	$18,000 1		$11,000 1			$23,450 4			
Computer Science		$29,333 3	$31,891 5	$30,843 7	$29,000 4	$29,053 9	$27,000 1	$26,027 3	$30,000 2			$24,000 1		$31,746 15		$32,000 2	$27,133 3	$32,433 6
Computer Programming		$31,500 1					$19,500 1							$32,000 1			$27,000 1	
Information Sciences & Systems			$28,000 1											$24,000 1				
Systems Analysis				$35,000 1														

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health								$30,333 3	$29,000 2			$32,000 1						
Health Sciences					$22,907 2		$19,500 1	$19,733 7	$31,000 2									
Nursing					$45,547 1	$28,000 1		$28,500 40 $36,700 $24,000	$29,027 6									
Pharmacy						$39,400 1		$35,640 6										$39,200 5
Actuarial																		
Architectural & Environmental Design			$27,300 1				$28,456 3										$30,600 3	
Biological		$28,500 1				$22,680 2		$28,191 3	$11,500 2									$28,720 7
Chemistry		$22,500 1				$24,500 2	$24,720 1								$20,800 1	$21,800 1	$40,800 1	$29,356 19
Geological														$28,000 1				
Mathematics (incl. Statistics)		$24,000 1	$34,200 1	$36,000 1	$23,161 14	$23,216 5	$22,500 1	$27,000 1						$30,013 1				
Physics		$22,800 1		$28,000 1														
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		$32,600 1

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$20,638 16	$22,609 12	$21,370 31 $26,000 $18,000	$28,441 36 $35,000 $20,700	$21,272 256 $26,813 $15,000	$23,080 60 $28,556 $17,500	$22,172 64 $28,300 $18,000	$22,406 24 $28,632 $15,000	$22,527 25 $30,000 $16,000	$18,174 16	$17,100 4	$17,751 54 $22,000 $13,250	$18,997 11	$26,600 9	$25,350 10	$26,033 21 $30,000 $22,000	$23,683 12	$28,583 40 $32,850 $22,300
Technical Curricula	$15,680 1	$30,532 27 $35,000 $24,500	$30,172 57 $34,600 $27,252	$33,682 136 $36,000 $30,000	$25,435 26 $31,904 $19,000	$27,903 90 $35,000 $21,906	$28,099 78 $32,000 $24,036	$28,630 66 $36,700 $22,000	$28,001 22 $34,000 $24,000	$18,000 1	$32,000 1	$17,500 2	$32,000 1	$32,126 104 $35,620 $27,600	$26,908 67 $39,000 $19,000	$34,076 176 $36,600 $31,000	$31,016 88 $36,000 $25,000	$37,318 265 $40,960 $32,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$30,000 1			$25,500 2		$25,418 2	$30,750 2		$31,200 2			$24,000 1		$35,000 1		$34,500 2		$44,250 2
MBA - Technical Undergraduate Degree		$38,200 3				$29,350 2								$38,000 3		$36,000 1		

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
	MANUFACTURING EMPLOYERS															
Accounting	$28,221 15	$27,953 6	$28,900 5	$28,733 3	$23,000 2			$27,240 5	$27,982 30 $31,200 $24,000	$24,560 2		$29,208 4		$25,800 1	$27,454 9	$26,500 18
Business Administration - incl. Management Science	$28,740 5	$27,126 7	$23,307 11	$33,000 2	$22,500 1			$32,000 1	$28,406 8	$25,000 1		$27,281 4	$25,000 1		$25,200 3	$24,057 20 $30,000 $18,000
Distribution Management		$25,000 1														
Economics & Finance (incl. Banking)	$28,750 6	$27,020 7	$28,417 6	$32,900 5	$24,150 2		$28,180 2	$29,867 3	$29,642 23 $33,000 $26,000	$18,000 1				$26,400 1	$23,000 2	$27,575 12
Hotel / Restaurant Management			$19,200 1													$21,000 2
Human Resources (incl. Labor Relations)		$28,000 1							$29,000 2					$30,000 1	$33,300 1	
Management Information Systems	$32,535 5	$28,675 8	$28,480 5					$27,500 1	$31,260 5			$25,000 1		$28,000 1	$31,140 3	$21,220 5
Marketing / Marketing Management (incl. Research)	$24,756 13	$32,964 5	$25,750 10	$27,750 4	$27,500 1		$26,000 2	$22,775 4	$27,000 4	$23,033 3		$26,971 7	$28,000 1	$25,000 2	$24,500 13	$24,658 19
Real Estate																
Advertising			$23,000 2	$21,000 1				$12,000 1		$15,000 1				$17,000 1		$20,598 2
Communications	$23,440 2		$26,000 4					$28,000 1	$26,000 1	$18,500 1						$24,625 4
Journalism																$20,000 1
Telecommunications / Broadcasting	$24,000 1	$18,000 1	$20,570 1				$24,000 1									$15,500 2
Elementary Education																
Pre-Elementary Education																
Physical Education																
Special Education																

Curriculum - Continued . . .	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
	MANUFACTURING EMPLOYERS															
Human Ecology															$27,990 1	$22,800 1
Textiles & Clothing														$30,500 4		
Merchandising Management																
Foreign Languages																
Letters					$27,600 1							$18,700 2		$23,500 2		$22,700 2
Visual & Performing Arts								$19,920 1								$23,180 2
Humanities-Other	$22,000 1		$20,000 1													
Criminal Justice																$24,960 1
History			$25,250 2												$24,500 2	$26,000 1
Political Science / Government	$30,900 1			$26,500 1	$26,000 1			$23,000 1				$21,000 1		$26,500 1	$29,503 3	$20,000 1
Psychology								$22,800 1						$22,000 1	$28,000 1	$19,167 3
Sociology																$12,000 1
Social Sciences-Other	$28,500 1			$30,000 1												$24,000 1
Aerospace & Aeronautical Engineering		$34,500 2													$33,600 1	$36,000 1
Agricultural Engineering		$36,475 4	$32,500 4													$35,350 2
Architectural Engineering		$25,500 2							$36,600 2							$33,000 1
Bioengineering & Biomedical Engineering								$25,200 1				$30,000 1				$28,000 1
Chemical Engineering	$37,881 4	$36,951 6	$38,300 26 $40,500 $37,000	$39,326 23 $41,500 $37,500	$24,600 1	$40,500 2	$36,700 2	$39,711 22 $41,100 $37,518	$40,859 102 $42,600 $39,000				$36,250 2	$38,792 6	$39,974 16	$37,296 11
Civil Engineering		$36,000 1			$31,820 2	$31,760 2		$31,667 3	$38,119 14						$32,100 2	$28,004 5
Computer Engineering	$34,663 15	$34,052 9		$34,800 1	$33,600 1						$30,000 1	$34,216 1			$34,456 2	$26,502 2

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$34,213 50 $37,200 $30,000	$34,179 123 $37,000 $31,000	$35,256 5	$37,214 7	$35,525 8	$34,500 1	$34,600 5	$37,871 14	$38,078 34 $40,600 $35,364					$34,000 2	$34,340 10	$33,531 15
Environmental Engineering	$34,500 1															
Industrial Engineering	$33,736 6	$34,647 24 $36,000 $31,200	$28,875 4	$34,975 4	$33,900 2		$32,000 2	$35,250 2	$36,957 7	$32,500 1		$34,500 1	$24,000 1	$31,041 4	$35,042 10	$33,416 14
Mechanical Engineering	$35,524 11	$34,370 46 $36,780 $31,000	$34,914 15	$37,401 7	$32,994 20 $36,000 $30,500	$32,000 2	$34,780 10	$36,829 26 $39,500 $35,000	$38,080 91 $40,900 $35,000		$34,800 1	$34,176 7	$35,500 1	$34,052 5	$36,596 21 $38,500 $34,560	$33,238 41 $36,600 $30,000
Metallurgical Engineering		$32,333 3			$33,158 12	$34,500 1							$34,000 1			$34,980 1
Mining Engineering						$35,178 7			$33,000 1							
Nuclear Engineering							$37,500 1		$36,060 2							$36,600 1
Petroleum Engineering									$42,085 25 $44,000 $39,500							
Textile Engineering														$30,500 2		
Engineering Technology	$31,273 13	$31,046 25 $35,040 $27,500	$29,125 4			$19,500 1		$33,375 4	$32,027 4		$30,000 1	$30,066 5			$30,890 4	$29,689 13
Industrial Technology		$26,500 2														
Agribusiness			$29,333 3											$20,000 1		$23,033 3
Animal Sciences			$20,000 1													
Plant Sciences																
Natural Resources								$24,000 1								
Other Agricultural Sciences			$26,625 4													$17,350 4
Computer Science	$33,826 30 $38,500 $31,200	$35,292 25 $38,000 $32,500	$31,000 1	$33,799 3	$35,000 1			$30,750 2	$34,613 14		$24,000 1	$29,153 3			$32,800 2	$29,650 10
Computer Programming	$23,000 1														$17,000 1	
Information Sciences & Systems	$29,721 5	$35,000 1	$23,000 1						$35,600 1						$28,000 1	$25,833 3
Systems Analysis	$24,000 1												$23,000 1			

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																
Nursing																
Pharmacy																$41,000 1
Actuarial																
Architectural & Environmental Design																$22,500 2
Biological												$24,000 1				$20,000 1
Chemistry								$24,000 1	$37,200 2						$29,064 3	$29,500 1
Geological						$29,200 1			$31,500 2							
Mathematics (incl Statistics)		$32,150 2							$33,500 1							
Physics		$32,400 1							$31,400 1							
Other Physical & Earth Sciences																
Polymer Science																
Textile Science														$29,309 15		

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$27,526 50 $34,000 $20,500	$27,888 36 $32,400 $20,400	$25,657 48 $30,500 $19,600	$29,718 17	$24,738 8		$2[illegible],472 5	$25,375 19	$28,723 73 $33,000 $26,000	$21,636 9		$26,219 19	$26,500 2	$26,313 15	$26,511 38 $33,000 $20,000	$24,238 98 $31,000 $17,000
Technical Curricula	$33,765 137 $37,200 $29,000	$34,010 276 $37,000 $30,000	$34,210 68 $39,000 $26,000	$37,842 45 $40,500 $34,800	$33,332 47 $36,000 $30,200	$33,674 17	$34,785 20 $36,500 $32,000	$36,778 76 $40,500 $31,500	$38,947 303 $42,500 $34,200	$32,500 1	$29,700 4	$31,565 19	$31,500 6	$32,006 35 $39,000 $26,640	$35,479 73 $40,000 $31,800	$31,654 133 $37,000 $24,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$46,000 1	$46,224 1		$50,933 3					$31,000 3	$25,400 1				$31,613 3	$32,400 2	$25,505 2
MBA - Technical Undergraduate Degree		$41,741 3		$43,000 1					$41,000 1							$44,000 3

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,680 1093 $31,000 $24,000	$25,628 190 $30,000 $20,000	$19,997 3	$26,398 5	$26,590 6				$25,707 14		$20,900 2							
Business Administration (incl. Management Science)	$26,998 24 $28,500 $27,000	$24,557 14	$18,700 2	$18,900 5	$17,258 2		$14,000 1	$40,000 1	$27,400 20 $33,000 $21,199	$21,100 5	$22,623 7	$22,350 10				$30,050 1	$28,000 1	
Distribution Management																		
Economics & Finance (incl. Banking)	$27,127 21 $28,500 $25,800	$26,978 25 $30,504 $23,000	$20,712 15	$25,700 16	$34,400 5		$46,000 1	$24,429 5	$28,554 54 $33,000 $23,975	$22,364 11	$25,218 10	$21,667 6					$25,055 2	
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)				$16,500 1							$23,390 2	$26,000 2						
Management Information Systems		$28,000 1										$21,138 2				$33,000 1		$20,000 1
Marketing / Marketing Management (incl. Research)	$20,808 1		$21,500 1	$20,867 3				$20,000 3	$25,528 8	$28,500 2	$25,167 3	$25,759 5	$17,750 2			$25,000 1	$21,000 2	
Real Estate												$23,160 1						
Advertising													$23,000 1	$26,300 1		$18,400 2	$20,700 3	$20,228 1
Communications	$20,500 3	$26,000 1		$19,000 1					$21,625 4	$23,000 1	$24,080 1	$20,000 2			$15,000 1	$21,720 2	$20,358 10	$19,250 4
Journalism		$14,903 2	$19,200 2											$16,625 4	$17,063 8	$20,000 1	$18,560 5	$17,983 6
Telecommunications / Broadcasting													$18,000 1	$18,500 1	$12,250 2	$18,000 1		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$24,000 1						
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages			$14,500 1													$18,000 1		
Letters			$17,000 2							$27,600 1	$19,500 1	$22,000 1		$20,000 1	$13,000 1	$15,000 1	$23,233 3	$22,253 3
Visual & Performing Arts													$20,017 6				$23,000 1	
Humanities-Other												$22,815 4						$18,000 1
Criminal Justice												$23,160 1						
History																	$16,016 1	
Political Science / Government								$30,000 1			$20,300 1							$30,900 1
Psychology			$14,500 2					$27,000 1			$23,500 1							
Sociology			$15,000 1								$22,000 1							
Social Sciences-Other			$14,000 1						$20,000 2									
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																$28,700 1		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering							$38,000 1				$34,400 1							
Environmental Engineering																		
Industrial Engineering															$33,600 1	$34,200 1		
Mechanical Engineering																		
Metallurgical Engineering																		
Mining Engineering								$28,991 1										
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology	$33,000 1								$39,000 1		$31,500 1	$31,500 1				$22,500 3		$34,000 1
Industrial Technology																		
Agribusiness	$24,125 4	$26,000 1		$23,000 2														
Animal Sciences		$15,000 1															$14,000 1	
Plant Sciences																$18,000 1		
Natural Resources																		
Other Agricultural Sciences		$14,400 1		$19,200 1												$26,800 2		
Computer Science	$22,500 2								$33,000 1									
Computer Programming																		
Information Sciences & Systems		$22,000 1																
Systems Analysis																		

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design													$21,000 1					
Biological												$31,500 1						
Chemistry	$25,500 1															$21,000 1		
Geological																		
Mathematics (incl. Statistics)											$17,650 2					$27,000 1		
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,631 1142 $30,983 $24,000	$25,628 233 $30,000 $20,000	$19,149 30 $25,000 $14,000	$23,735 31 $28,000 $16,500	$28,158 13		$30,000 2	$25,377 11	$27,260 102 $32,500 $21,000	$22,955 20 $30,000 $16,000	$23,586 29 $30,000 $19,500	$22,861 35 $27,360 $18,000	$19,660 10	$18,757 7	$15,750 12	$21,754 11	$20,975 28 $27,600 $16,000	$20,046 17
Technical Curricula	$25,000 8	$19,350 4		$21,733 3			$38,000 1	$28,901 1	$31,500 2		$25,300 4	$31,500 2	$21,000 1		$33,600 1	$25,000 10	$14,000 1	$34,000 1

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting					$15,600 1	$34,600 1	$25,300 5	$42,000 1	$25,510 11		$26,000 1	$19,000 1						
Business Administration - incl. Management Science	$17,500 1	$25,975 6	$25,058 10	$23,875 4	$24,454 8	$25,000 1	$24,075 54 $29,676 $19,000	$22,816 9	$30,333 3			$27,300 2			$24,000 1			
Distribution Management			$20,000 1				$22,667 3						$28,000 1					$25,000 1
Economics & Finance (incl. Banking)		$27,640 5	$26,300 5	$23,500 2			$23,954 30 $28,000 $19,500		$23,825 8	$28,250 2	$20,000 1	$26,125 4		$12,000 1				
Hotel / Restaurant Management				$19,200 1			$24,000 1											
Human Resources (incl. Labor Relations)						$27,500 1	$19,500 3											
Management Information Systems	$27,600 1						$24,500 4										$12,000 1	
Marketing / Marketing Management (incl. Research)	$27,000 1	$27,148 12	$24,203 23 $28,000 $19,992	$26,827 6	$22,855 9	$27,500 1	$24,570 132 $30,000 $18,000	$26,200 1	$23,000 2									
Real Estate							$26,000 1											
Advertising	$21,100 5	$32,000 1			$21,500 1		$19,370 12											
Communications	$18,000 2	$23,000 6	$24,246 4		$21,750 2		$23,057 31 $26,880 $17,000	$16,740 2				$24,000 1		$20,000 1				
Journalism	$24,500 2	$20,000 2			$21,400 1		$18,667 3											
Telecommunications / Broadcasting							$21,514 5											
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

CONTINUED...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology	$20,000 1						$27,990 1											
Textiles & Clothing	$23,500 1		$21,417 6				$30,000 1											$34,100 2
Merchandising Management		$17,000 1	$22,500 2															
Foreign Languages			$20,000 1					$14,000 1										
Letters	$25,000 1	$18,727 3		$16,800 1			$17,650 4	$19,000 1				$24,000 1						
Visual & Performing Arts	$14,560 1					$30,000 1	$19,920 1											
Humanities-Other		$22,000 1					$20,429 7	$25,000 1										
Criminal Justice											$20,015 8							
History		$33,496 1					$22,260 5	$21,906 1										
Political Science / Government	$27,000 1						$24,168 9	$22,678 4				$24,000 1						
Psychology		$19,667 3	$26,500 2		$17,500 1		$20,683 6	$18,150 2				$20,400 2					$22,800 1	
Sociology		$20,000 1									$19,000 1	$21,500 2						
Social Sciences-Other			$14,500 1				$26,933 3	$20,333 3			$18,000 1	$23,312 7		$22,500 1				
Aerospace & Aeronautical Engineering																$32,167 3		$30,430 2
Agricultural Engineering																$35,500 11	$21,750 1	
Architectural Engineering																$30,315 17		
Bioengineering & Biomedical Engineering																		
Chemical Engineering							$32,500 1									$38,614 7	$35,200 5	$39,562 42 $41,640 $37,500
Civil Engineering				$39,000 1			$32,000 2									$29,499 120 $34,944 $25,500	$31,411 31 $38,100 $27,000	$35,760 2
Computer Engineering																		

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering							$31,333 3					$25,250 2			$36,000 1	$34,573 43 $37,500 $30,000	$32,000 1	$34,340 64 $38,000 $31,000
Environmental Engineering																		
Industrial Engineering		$39,300 1				$41,600 1	$32,909 9									$31,644 9	$32,375 2	$34,376 60 $37,162 $31,000
Mechanical Engineering					$36,500 1		$29,500 4					$28,476 1			$33,000 1	$34,751 72 $39,000 $31,500	$32,571 7	$35,187 154 $38,500 $31,200
Metallurgical Engineering																$36,150 2		$32,960 10
Mining Engineering							$30,000 1										$29,906 5	$33,600 1
Nuclear Engineering																$36,000 1	$34,050 4	
Petroleum Engineering																$40,100 1		
Textile Engineering																		
Engineering Technology		$36,250 1					$29,096 5									$29,341 22 $32,500 $25,500	$35,135 3	$30,920 38 $35,300 $25,000
Industrial Technology				$23,600 2												$26,500 2		
Agribusiness		$25,333 3	$26,000 1	$22,000 1	$25,000 1	$24,000 1	$24,773 10		$15,600 1									$31,000 2
Animal Sciences							$18,000 1											
Plant Sciences							$20,000 1											
Natural Resources									$24,000 1									
Other Agricultural Sciences																		$25,000 1
Computer Science								$19,237 1								$33,000 1		$33,042 2
Computer Programming																		
Information Sciences & Systems																		
Systems Analysis							$32,496 1											

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$25,550 2											
Nursing																		
Pharmacy							$35,333 3											
Actuarial																		
Architectural & Environmental Design														$31,292 4				
Biological		$18,000 1					$31,488 5											
Chemistry						$27,000 2	$28,328 9					$24,500 2					$24,650 2	
Geological																		$28,000 1
Mathematics (incl. Statistics)									$25,000 1									
Physics							$32,400 1											
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$21,921 17	$24,702 42 $32,000 $18,000	$23,939 55 $28,500 $20,000	$24,247 14	$22,644 23 $27,996 $17,500	$28,920 5	$23,673 321 $30,000 $18,000	$22,113 26 $26,000 $16,300	$25,342 24 $29,000 $21,000	$28,250 2	$20,260 12	$23,671 21 $28,000 $20,000	$28,000 1	$18,167 3	$24,000 1		$17,400 2	$31,067 3
Technical Curricula		$28,258 6	$26,000 1	$27,050 4	$30,750 2	$29,900 4	$29,315 58 $34,000 $21,000	$19,237 1	$21,560 3			$25,595 5		$31,292 4	$34,500 2	$32,045 311 $37,560 $26,100	$31,749 81 $38,160 $27,000	$34,777 379 $39,600 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting	$36,500 1				$25,000 1													
Business Administration - incl. Management Science	$37,800 1					$38,400 1		$28,500 2		$23,000 2				$15,984 2				
Distribution Management																		
Economics & Finance (incl. Banking)				$35,000 1	$27,600 1			$35,000 1										$32,400 1
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$31,000 1																	
Marketing / Marketing Management (incl. Research)									$28,000 1									
Real Estate																		
Advertising																		
Communications										$22,500 1								
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		$22,000 1
Special Education																		

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$22,000 2								$18,450 2
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters																		
Visual & Performing Arts									$33,900 2									
Humanities-Other																		
Criminal Justice										$21,000 1								
History																		
Political Science / Government																		
Psychology										$17,000 1			$32,420 2					$16,623 8
Sociology													$17,500 1					
Social Sciences-Other										$20,000 1								$20,657 3
Aerospace & Aeronautical Engineering		$33,450 1	$32,100 1	$27,336 1	$34,750 2	$30,812 9		$31,909 7	$32,896 13									
Agricultural Engineering					$32,500 1			$31,574 9	$27,200 2									
Architectural Engineering					$30,000 1			$37,300 2	$27,625 4									
Bioengineering & Biomedical Engineering					$28,000 1				$30,850 4			$22,360 1						
Chemical Engineering	$34,002 2	$38,620 5		$35,000 1	$40,032 31 $41,200 $38,400		$39,532 267 $42,000 $37,000	$39,347 25 $41,000 $34,000	$38,608 48 $40,920 $35,160									
Civil Engineering		$31,500 1			$28,500 1	$26,665 3	$36,720 1	$31,076 42 $37,600 $25,200	$28,902 46 $32,500 $25,000									
Computer Engineering	$31,487 14		$33,497 14	$35,828 5	$32,205 3			$34,330 5	$34,871 11									

	ENGINEERING									HEALTH CARE								
Curriculum - Continued	Systems/ Programming	Power Systems	Software Design/& Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	**$34,465 21** $38,000 $32,000	**$34,811 47** $38,500 $31,100	**$33,758 23** $37,500 $29,000	**$34,028 26** $36,000 $28,992	**$32,035 13**	**$33,771 17**	**$37,750 2**	**$34,734 78** $38,500 $29,900	**$33,921 155** $37,920 $29,000					**$44,000 1**				
Environmental Engineering									**$34,500 1**									
Industrial Engineering	**$33,791 4**				**$32,400 1**		**$32,750 4**	**$33,202 14**	**$32,081 42** $36,000 $25,500									
Mechanical Engineering	**$28,127 4**	**$33,368 16**		**$33,900 5**	**$35,457 21** $38,400 $32,000	**$33,354 10**	**$36,263 21** $38,400 $34,020	**$35,920 156** $40,300 $31,800	**$34,462 114** $38,400 $30,600			**$35,000 1**						
Metallurgical Engineering					**$37,200 1**		**$33,333 3**	**$29,591 4**	**$32,250 2**									
Mining Engineering							**$33,757 3**	**$35,595 5**										
Nuclear Engineering		**$34,750 6**		**$33,600 1**			**$37,500 1**	**$34,800 1**	**$36,360 2**									
Petroleum Engineering							**$42,973 6**	**$42,374 16**	**$34,200 3**									
Textile Engineering								**$32,000 1**										
Engineering Technology		**$33,354 7**	**$29,750 2**	**$32,167 9**	**$34,200 2**	**$26,819 7**	**$36,667 3**	**$32,798 36** $36,000 $30,000	**$30,821 32** $35,400 $27,332				**$35,000 1**					
Industrial Technology								**$33,000 1**										
Agribusiness																		
Animal Sciences																		**$15,360 1**
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences															**$30,000 1**			
Computer Science	**$29,417 6**		**$33,785 38** $38,400 $28,000	**$30,425 4**	**$28,000 2**	**$34,008 1**	**$32,600 1**	**$34,900 1**	**$34,677 14**									
Computer Programming																		
Information Sciences & Systems	**$34,507 1**		**$35,000 1**	**$28,000 1**					**$32,500 1**									
Systems Analysis	**$24,000 1**																	

Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health														$30,200 5		$30,000 1		
Health Sciences										$21,158 2		$27,500 1	$38,000 1	$35,000 1				$18,690 7
Nursing										$36,700 1			$28,465 46 $34,923 $24,000					
Pharmacy															$41,268 31 $45,000 $38,000			
Actuarial																		
Architectural & Environmental Design					$27,300 1			$30,600 3					$27,200 1					
Biological							$20,000 1		$30,000 1			$19,280 2				$13,000 1		$30,567 3
Chemistry			$41,400 1		$31,082 6	$24,573 3	$29,250 2	$40,800 1	$34,200 1									
Geological								$30,500 2	$28,600 2									
Mathematics (incl. Statistics)	$31,950 2		$33,646 2			$28,200 1			$30,013 1									
Physics									$28,000 1									
Other Physical & Earth Sciences																		
Polymer Sciencer																		
Textile Science																		

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$35,100 3			$35,000 1	$26,300 2	$38,400 1		$30,667 3	$31,933 3	$21,513 8			$27,447 3	$15,984 2				$19,083 15
Technical Curricula	$32,349 55 $37,200 $27,000	$34,579 83 $38,500 $31,500	$33,714 82 $38,200 $28,000	$33,368 53 $36,000 $28,000	$35,574 87 $40,500 $28,476	$31,267 51 $36,000 $25,500	$38,976 315 $42,000 $35,000	$34,972 409 $40,600 $29,900	$33,548 500 $38,500 $27,600	$26,333 3		$24,684 5	$28,767 49 $35,360 $24,000	$32,857 7	$40,916 32 $45,000 $36,000	$21,500 2		$21,626 11

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration/ Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research-(Nontechnical)	Research (Technical)	Teaching
Accounting					$28,479 5		$26,250 2				$30,163 8		$23,993 10					
Business Administration / incl. Management Science	$21,763 1			$19,464 1	$28,986 8	$28,856 6	$33,248 10		$23,500 2		$27,595 21 $31,000 $25,000	$22,756 9	$22,540 130 $27,100 $18,000		$20,500 2	$21,000 1		$23,240 5
Distribution Management													$24,000 1					
Economics & Finance (incl. Banking)	$22,750 1					$28,000 5	$21,500 4	$30,000 1			$28,396 26 $32,000 $26,000	$28,000 1	$21,704 43 $26,000 $17,000	$21,282 2		$19,248 1		
Hotel / Restaurant Management											$20,000 1		$19,579 18					
Human Resources (incl. Labor Relations)					$22,000 1						$32,000 1	$28,550 6	$22,000 5			$14,000 1		$25,000 2
Management Information Systems					$29,183 26 $34,200 $26,000	$28,622 38 $30,000 $24,900	$30,999 16				$30,891 11		$21,617 6					
Marketing / Marketing Management (incl. Research)		$12,000 1	$23,000 4		$27,000 1		$25,000 1				$28,200 2	$23,850 2	$22,176 101 $26,000 $18,000					
Real Estate																		
Advertising																		
Communications	$20,800 1	$11,292 1	$18,950 4										$20,795 22 $24,000 $16,000					$20,895 5
Journalism	$17,750 2	$19,600 1	$19,000 1									$22,000 2	$20,591 7					
Telecommunications / Broadcasting									$20,000 1		$34,300 1							
Elementary Education													$17,000 1					$19,979 111 $24,600 $13,600
Pre-Elementary Education																		$20,233 3
Physical Education				$15,500 1									$20,750 2					$23,833 15
Special Education		$21,453 1																$22,150 13

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology		$18,500 1		$17,376 1									$20,960 5					$15,250 2
Textiles & Clothing													$22,400 2					
Merchandising Management													$20,773 11					
Foreign Languages						$18,000 1							$27,375 4			$16,000 1		$22,533 14
Letters			$18,500 1								$18,000 1		$22,556 9					$20,931 17
Visual & Performing Arts			$31,000 1									$15,500 1						$22,017 20 $26,503 $16,000
Humanities-Other								$22,500 1					$22,417 6					$22,209 6
Criminal Justice	$21,600 1			$18,500 1									$24,960 1		$15,220 2			
History	$19,219 2					$26,000 1					$26,000 1		$24,000 3					$21,044 6
Political Science / Government		$22,000 1		$12,000 1					$20,000 1		$33,000 1	$20,000 1	$21,913 12		$20,880 2	$16,000 1		$24,400 1
Psychology	$19,748 3	$16,038 13	$21,500 1	$15,875 6							$22,950 2	$30,500 1	$21,758 10				$17,428 1	$16,000 1
Sociology		$14,526 3	$12,000 1	$19,845 8								$18,000 1	$24,500 3					$12,000 1
Social Sciences-Other	$17,487 3	$17,633 5		$17,838 8							$29,000 1		$22,600 5				$18,919 1	$23,680 25 $26,813 $20,000
Aerospace & Aeronautical Engineering											$31,000 1							
Agricultural Engineering																		
Architectural Engineering										$23,000 2								$18,875 1
Bioengineering & Biomedical Engineering																		
Chemical Engineering											$37,633 3						$40,750 2	
Civil Engineering									$27,332 1		$30,875 4						$31,200 1	
Computer Engineering					$35,244 7		$31,955 3				$30,911 9							

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$30,135 4	$29,000 1	$31,625 2				$32,214 7		$34,950 3					
Environmental Engineering																		
Industrial Engineering						$32,500 5	$39,000 2				$31,133 18		$31,500 1					
Mechanical Engineering											$31,778 10		$33,083 6				$30,000 1	
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering											$33,000 1							
Petroleum Engineering																		
Textile Engineering													$29,000 1					
Engineering Technology					$25,500 2		$32,015 4			$23,600 3	$33,100 5		$29,059 5					
Industrial - Technology																		
Agribusiness					$33,000 1				$22,618 17		$28,000 1		$23,056 9					
Animal Sciences									$18,490 6								$28,000 1	$19,500 1
Plant Sciences			$36,500 1						$22,750 2				$19,500 1					
Natural Resources									$23,288 5		$28,080 1			$21,906 1				
Other Agricultural Sciences				$11,000 1					$22,525 8				$25,623 3				$25,000 1	
Computer Science					$30,077 114 $35,700 $23,000	$30,520 31 $35,755 $25,000	$31,243 61 $35,675 $26,000				$30,802 12		$27,667 3					
Computer Programming					$26,250 8								$21,000 1					
Information Sciences & Systems					$28,566 12	$28,184 7	$32,198 4				$28,999 3							
Systems Analysis					$25,000 1		$29,658 5											

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health																		
Health Sciences													$16,700 1					$26,813 1
Nursing																		$45,547 1
Pharmacy																		
Actuarial								$27,000 5										
Architectural & Environmental Design										$24,338 8	$25,000 1							
Biological									$16,800 1		$23,800 1		$14,624 3				$26,250 2	
Chemistry									$29,500 1		$30,000 1						$28,075 4	
Geological											$20,500 2							
Mathematics (incl. Statistics)					$27,673 6	$29,220 5	$33,125 2	$28,377 5			$30,000 6		$27,000 1	$23,700 11				$23,481 13
Physics												$31,400 1					$22,800 1	
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science													$29,590 16					

BACHELOR'S SUMMARY

Nontechnical Curricula	$19,464 14	$16,485 27 $21,453 $12,000	$20,754 13	$17,287 27 $22,000 $12,500	$28,780 41 $34,000 $24,000	$28,334 52 $31,000 $24,900	$30,059 33 $35,000 $25,000	$26,250 2	$21,750 4		$28,487 77 $32,500 $25,200	$24,158 24 $30,500 $18,000	$22,088 417 $26,500 $17,500	$21,262 2	$18,867 6	$17,250 5	$18,174 2	$21,217 247 $26,813 $15,000
Technical Curricula			$36,500 1	$11,000 1	$29,832 155 $35,700 $23,000	$30,225 49 $34,900 $25,000	$31,498 83 $36,000 $26,000	$27,689 10	$22,225 41 $28,000 $17,000	$23,962 13	$30,933 86 $35,000 $28,000	$31,400 1	$27,371 54 $34,000 $19,500	$23,624 12			$29,485 13	$24,470 17

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	March 1992	March 1992	September 1991		90th	50th	10th
BUSINESS							
Accounting	**95**	**$30,968**	$30,996	-0.1%	$35,000	$31,000	$27,000
MBA-Nontechnical undergraduate							
1 year or less experience	**89**	**32,672**	35,241	-7.3	40,000	32,000	26,400
1 to 2 years experience	**39**	**36,954**	42,877	-13.8	45,000	39,000	26,000
2 to 4 years experience	**63**	**47,161**	47,243	-0.2	57,500	46,400	35,000
Over 4 years experience	**56**	**48,890**	50,412	-3.0	62,000	48,350	35,000
MBA-Technical undergraduate degree [1]							
1 year or less experience	**23**	**37,153**	38,582	-3.7	43,000	38,000	31,000
1 to 2 years experience	**19**	**41,935**	45,921	*	*	*	*
2 to 4 years experience	**28**	**57,814**	51,034	13.3	70,000	55,000	47,000
Over 4 years experience	**36**	**54,147**	54,219	-0.1	70,000	51,500	40,000
MS-Business	**3**	**34,727**	40,047	*	*	*	*
Economics & Finance	**24**	**35,464**	41,466	-14.5	45,000	34,050	28,500
Labor/Industrial Relations (incl. Human Resources)	**6**	**31,577**	38,573	*	*	*	*
Management Information Systems	**3**	**29,927**	36,150	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	**4**	**37,325**	43,182	*	*	*	*
COMMUNICATIONS							
Advertising	+	+	31,200				
Communications	+	+	26,524				
Journalism	**2**	**18,669**	24,500	*	*	*	*
EDUCATION							
Education Administration	**8**	**28,394**	24,303	*	*	*	*
Elementary Education	**14**	**26,497**	23,657	*	*	*	*
Physical Education	**2**	**29,854**	23,286	*	*	*	*
Reading Education	+	+	25,611				
Special Education	**3**	**19,882**	24,141	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Humanities	**7**	**23,448**	N/A	N/A	*	*	*
Psychology	**7**	**23,955**	23,657	*	*	*	*
Social Sciences	**6**	**24,068**	N/A	N/A	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**10**	**38,598**	36,195	*	*	*	*
Agricultural	**2**	**36,400**	32,225	*	*	*	*
Bioengineering & Biomedical	**4**	**33,150**	32,238	*	*	*	*
Chemical	**16**	**41,119**	40,457	*	*	*	*
Civil	**40**	**35,627**	34,551	3.1	43,500	34,160	30,000
Computer	**11**	**39,309**	38,348	*	*	*	*
Electrical	**82**	**39,715**	38,804	2.3	44,000	40,024	34,840
Industrial	**15**	**37,396**	36,121	*	*	*	*
Mechanical	**64**	**38,426**	38,114	0.8	42,000	38,820	35,000
Metallurgical	**2**	**37,250**	39,105	*	*	*	*
Mining	**1**	**30,000**	35,007	*	*	*	*
Nuclear	**1**	**36,900**	38,086	*	*	*	*
Petroleum	**4**	**43,600**	43,608	*	*	*	*
HEALTH SCIENCES							
Allied Health	**5**	**23,994**	28,586	*	*	*	*
Health Sciences	**11**	**25,579**	25,901	*	*	*	*
Nursing	+	+	49,000				

Continued . . .

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[1] It should be noted that these figures for M.B.A.-Technical are in the correct order and consideration should be taken for the fact that at the 2 to 4 year experience level only 28 offers have been reported nationwide.

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	March 1992	March 1992	September 1991		90th	50th	10th
Continued . . .							
SCIENCES							
Agricultural & Natural Resources	1	**$21,003**	$28,702	*	*	*	*
Architectural & Environmental Design	+	+	26,127				
Biological	2	**25,000**	22,384	*	*	*	*
Chemistry	4	**33,150**	33,575	*	*	*	*
Computer Science	63	**38,946**	37,894	2.8 %	$44,000	$39,800	32,400
Geological (incl. Geophysics)	11	**37,255**	36,824	*	*	*	*
Mathematics	4	**32,575**	30,061	*	*	*	*
Physics	2	**27,002**	35,207	*	*	*	*
Polymer	+	+	34,980				
	892						

Doctoral Candidates

BUSINESS							
Business Administration & Management	1	**$45,000**	N/A	N/A	*	*	*
Computer & Information Sciences	+	+	$58,300				
Economics & Finance	+	+	43,000				
EDUCATION							
Education Administration	2	**35,500**	43,780	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	+	+	43,600				
Foreign Languages	2	**25,550**	36,870	*	*	*	*
Humanities	1	**28,000**	N/A	N/A	*	*	*
Psychology	+	+	42,409				
Sociology	+	+	40,000				
Social Sciences	1	**40,000**	30,000	*	*	*	*
ENGINEERING							
Aerospace	1	**56,500**	52,428	*	*	*	*
Chemical	14	**54,102**	52,992	*	*	*	*
Civil	2	**40,504**	43,060	*	*	*	*
Computer	4	**60,600**	56,584	*	*	*	*
Electrical	16	**56,160**	54,612	*	*	*	*
Industrial	+	+	54,000				
Mechanical	12	**52,530**	46,866	*	*	*	*
Metallurgical	10	**50,774**	49,315	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	1	**30,500**	43,638	*	*	*	*
Biological	+	+	31,800				
Chemistry	31	**50,610**	47,911	5.6%	$55,800	$52,000	$42,000
Geology & Geological Sciences	6	**52,590**	48,205	*	*	*	*
Mathematics	3	**47,533**	41,146	*	*	*	*
Physics	1	**51,600**	39,913	*	*	*	*
Polymer	+	+	48,667				
	108						

N/A - No historic data available

* Not computed for fewer than 20 offers

+ No offers reported

1991-92 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Fordham Univ. - Lincoln Center
Franklin Pierce College
Husson College
Iona College
Ithaca College
The King's College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Inst.

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Rutgers Univ.-Graduate School of Management
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota-Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State-University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3940-2U 7/92

A study of 1991-1992 beginning offers

CPC $alary $urvey

July 1992

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Evidence that the economy is making headway toward a solid recovery and providing a foundation for sustainable growth continues to mount. This rebound, however, is later than was anticipated and much slower than past recoveries; consequently, the recovery has not yet opened doors for many current graduates.

The economic downturn enabled employers to hold the line on starting salary offers and to experience higher acceptance rates than has been the case in the past. Unfortunately, economic pressures also were the cause for some employers not being able to deliver on positions after having made offers.

It is unclear just how many graduates will leave school without permanent positions, nor is it clear how many will elect to attend graduate school because they lack employment. Nevertheless, the July 1992 ***Salary Survey*** shows that though the recession did not provide for an abundance of employment opportunities, not all graduates' employment prospects were affected by it.

Health care continues to remain a strong job growth area in this otherwise weak job market. Nursing graduates received starting salary offers that were more than 10 percent higher than last year's average offer, up to $32,597. Starting salary offers to allied health graduates jumped 7.2 percent, averaging $31,568. Note that strong demand for graduates in these fields, as shown by these sizable gains in starting salary offers, has been instrumental in the reported increase in students choosing to study these fields.

In relation to their counterparts in other engineering disciplines, chemical engineers have a definite advantage. Their average starting salary offers increased 4.6 percent to $39,216. Thirty-eight percent of the offers to chemical engineers came from the chemical and pharmaceutical industry, and those receiving offers from these employers saw an average offer of $39,635. Both electrical and mechanical engineers experienced modest gains. Starting salary offers to electrical engineers rose 2.5 percent for an average of $34,033, and mechanical engineers received 1.6 percent higher starting salaries, averaging $34,546.

The potential for job opportunities is expected to continue for civil engineers thanks to increased attention to environmental and infrastructure concerns. The average starting salary offer stands at $29,600—down slightly from September's figure. However, corresponding to this slightly lower figure is a slight increase in the number of offers from state and local governments, which generally pay lower than private-sector employers. The average offer to civil engineers from state and local governments was $27,538, while environmental firms offered civil engineers a starting salary offer that averaged $30,188.

Most liberal arts disciplines lost ground in their average starting salary offers, but, with the exception of criminal justice graduates who lost more than 6 percent off last September's figure, the decreases in starting salary offers were slight. Some graduates found opportunities as management trainees, while others entered teaching.

For accounting graduates, opportunities generally exist no matter the condition of the job market: These graduates possess skills required by all types of employers. Their starting salary offers rose 2.7 percent for an average of $27,351. Business administration graduates received an average starting salary offer of $24,217, a less than 1 percent increase. After a slight downturn earlier this year, the average starting salary offer to economics and finance graduates increased 2.8 percent over September's figure to $26,548

As of March, M.B.A. graduates were receiving starting salary offers that were lower than last year's figures. However, as has been the case in the past, the spring brought better news, with the average starting salary offer for M.B.A.s with nontechnical undergraduate degrees gaining 2.4 percent over last year's figures, for an average of $36,096. Their technical counterparts garnered an average offer of $40,195—up 4.2 percent.

Historically, upturns in the job market lag economic recovery. As employers gain more confidence in the recovery, we can expect their hiring to increase. While this is no consolation for current graduates, economic conditions in the near future should provide for a better outlook.

The July 1992 ***CPC Salary Survey*** contains information received during the period of September 1, 1991, to June 12, 1992. Its data are compiled from offers extended to students graduating between September 1, 1991, and August 31, 1992. Participating in the ***Salary Survey*** are 433 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $4 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 433 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September. The offers reported in the ***Survey*** are a representative sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	July 1992	July 1992	September 1991		90th	50th	10th
BUSINESS							
Accounting	2,694	$27,364	$26,642	2.7%	$31,000	$28,000	$23,000
Business Administration (incl. Management Science)	889	24,275	24,019	1.1	31,000	24,000	17,500
Distribution Management	8	24,848	27,081	*	*	*	*
Economics & Finance (incl. Banking)	1,053	26,539	25,819	2.8	32,000	27,000	20,000
Hotel/Restaurant Management	114	21,276	21,220	0.3	25,000	21,800	17,600
Human Resources (incl. Labor Relations)	53	23,498	23,812	-1.3	30,000	24,000	18,000
Management Information Systems	230	28,641	28,237	1.4	33,600	29,000	23,000
Marketing/Marketing Management (incl. Research)	835	24,214	23,713	2.1	30,000	24,000	18,000
Real Estate	3	25,220	21,693	*	*	*	*
COMMUNICATIONS							
Advertising	55	21,365	21,490	-0.6	26,000	21,000	16,500
Communications	196	21,576	21,852	-1.3	28,000	21,550	15,000
Journalism	95	19,147	19,821	-3.4	25,000	19,000	13,000
Telecommunications/Broadcasting	37	22,665	22,321	1.5	28,000	22,000	16,000
EDUCATION							
Elementary Education	205	20,371	19,439	4.8	25,000	21,000	14,795
Pre-Elementary Education	15	16,955	16,724	*	*	*	*
Physical Education	23	22,465	20,137	11.6	26,200	23,000	17,500
Special Education	32	21,847	21,536	1.4	25,620	22,250	17,500
HOME ECONOMICS							
Human Ecology	29	19,918	20,628	-3.4	24,000	21,500	14,500
Textiles & Clothing	56	22,717	20,940	8.5	27,000	22,000	20,000
Merchandising Management	32	19,641	20,967	-6.3	23,000	19,750	16,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	44	23,057	21,526	7.1	28,000	22,100	17,500
Letters	146	22,553	21,937	2.8	32,850	21,630	16,000
Visual & Performing Arts	66	21,329	19,913	7.1	28,300	20,000	15,500
Humanities-Other	55	23,280	23,567	-1.2	30,000	23,814	15,000
Criminal Justice	31	20,927	22,280	-6.1	27,000	20,000	14,400
History	86	22,776	23,441	-2.8	29,500	22,000	18,000
Political Science/Government	121	23,099	23,252	-0.7	30,120	22,000	18,000
Psychology	154	20,360	20,541	-0.9	28,000	20,000	14,000
Sociology	50	19,820	20,341	-2.6	25,000	20,000	13,000
Social Sciences-Other	132	21,523	21,375	0.7	27,000	21,224	15,200
ENGINEERING							
Aerospace & Aeronautical	80	31,849	30,667	3.9	36,000	31,760	28,000
Agricultural	36	31,691	30,249	4.8	36,700	32,750	27,000
Architectural	56	29,209	30,396	-3.9	33,000	28,750	25,000
Bioengineering & Biomedical	8	29,870	30,391	*	*	*	*
Chemical	941	39,216	37,492	4.6	41,760	39,800	36,000
Civil	576	29,600	29,658	-0.2	35,000	28,800	25,600

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	July 1992	July 1992	September 1991		90th	50th	10th
Continued . . .							
Computer	193	**33,173**	32,280	2.8 %	$37,000	$34,000	$28,500
Electrical	1,111	**34,033**	33,190	2.5	38,000	34,500	28,992
Environmental	10	**31,593**	27,317	*	*	*	*
Industrial	417	**32,691**	32,131	1.7	36,500	33,000	28,000
Mechanical	1,325	**34,546**	33,999	1.6	39,000	35,000	30,000
Metallurgical	47	**33,555**	33,314	0.7	37,200	34,500	30,000
Mining	27	**31,699**	31,738	-0.1	35,775	33,000	25,000
Nuclear	40	**34,932**	32,175	8.6	38,700	34,800	32,400
Petroleum	51	**40,759**	38,882	4.8	44,000	42,500	36,000
Textile	8	**32,350**	+	*	*	*	*
Engineering Technology	243	**30,803**	30,098	2.3	35,580	31,500	25,000
Industrial Technology	14	**26,517**	28,403	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	70	**23,799**	23,552	1.0	30,000	24,000	18,000
Animal Sciences	22	**19,705**	21,851	-9.8	26,000	19,500	15,000
Plant Sciences	6	**23,250**	21,459	*	*	*	*
Natural Resources	15	**22,520**	21,342	*	*	*	*
Other Agricultural Sciences	47	**22,774**	23,694	-3.9	30,000	23,000	17,000
COMPUTER SCIENCES							
Computer Science	611	**31,171**	30,696	1.5	36,300	31,200	25,000
Computer Programming	49	**30,816**	27,111	13.7	37,000	31,500	23,000
Information Sciences & Systems	79	**29,315**	29,218	0.3	34,507	30,000	22,000
Systems Analysis	13	**30,214**	27,521	*	*	*	*
HEALTH SCIENCES							
Allied Health	65	**31,568**	29,443	7.2	38,500	31,000	25,000
Health Sciences	30	**25,297**	21,861	15.7	35,000	23,400	16,700
Nursing	229	**32,597**	29,596	10.1	39,000	32,500	25,000
Pharmacy[1]	72	**41,172**	39,533	4.1	45,012	41,250	33,280
SCIENCES							
Actuarial	20	**32,093**	31,392	2.2	37,000	35,000	23,500
Architectural & Environmental Design	29	**24,877**	26,017	-4.4	30,600	24,000	20,000
Biological	44	**22,422**	21,917	2.3	31,500	22,000	14,400
Chemistry	67	**27,893**	26,836	3.9	33,192	27,500	21,600
Geological	15	**25,551**	28,463	*	*	*	*
Mathematics (incl. Statistics)	153	**29,063**	27,370	6.2	36,000	29,700	20,000
Physics	~~15~~	**28,256**	29,227	*	*	*	*
Other Physical and Earth Sciences	4	**22,249**	24,140	*	*	*	*
Textile Science	30	**30,859**	+	*	33,000	30,500	27,800
	14,407						

N/A - No historic data available

* Not computed for fewer than 20 offers

+ No offers reported

[1] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	July 1992	July 1992	September 1991		90th	50th	10th
FINANCE							
Accounting (Public)	2,166	**$27,733**	$27,246	1.8%	$31,000	$28,000	$24,000
Accounting (Private)	547	**26,067**	25,049	4.1	30,500	27,000	20,000
Commercial Banking (Consumer)	130	**21,795**	22,408	-2.7	28,000	22,900	15,000
Commercial Banking (Lending)	148	**25,050**	23,638	6.0	30,000	25,000	19,000
Investment Banking (Corporate Finance)	52	**29,458**	29,245	0.7	36,000	30,000	21,254
Investment Banking (Mergers & Acquisitions)	4	**31,375**	28,493	*	*	*	*
Investment Banking (Real Estate)	12	**28,350**	22 428	*	*	*	*
Investment Banking (Sales & Trading)	31	**26,727**	24,270	10.1	31,000	27,600	21,000
Financial/Treasury Analysis	310	**28,338**	27,184	4.2	33,000	28,500	22,000
Portfolio Management/Brokerage	64	**23,656**	24,872	-4.9	30,000	24,000	18,000
Insurance (Underwriting)	97	**24,639**	24,681	-0.2	30,000	25,000	20,000
Insurance (Claims)	76	**23,087**	23,149	-0.3	27,360	23,155	17,500
COMMUNICATIONS							
Design/Graphic Arts	30	**19,454**	21,100	-7.8	25,000	18,000	15,000
Media Planning	15	**21,253**	21,065	*	*	*	*
Reporting	27	**16,723**	17,540	-4.7	21,000	16,000	12,000
Production	45	**21,109**	26,403	-20.0	31,000	18,000	15,000
Public Relations	56	**20,272**	20,912	-3.1	27,000	19,750	15,000
Writing/Editing	45	**24,467**	20,711	18.1	34,000	22,000	17,500
MARKETING							
Advertising	45	**20,901**	20,815	0.4	27,000	20,000	16,500
Brand/Product Management	88	**25,702**	24,918	3.1	33,496	25,000	18,500
Buyer/Merchandising	204	**23,895**	23,542	1.5	28,500	23,000	20,500
Distribution	58	**25,120**	25,157	-0.1	31,000	25,000	18,000
Market Research	84	**24,383**	24,769	-1.6	33,000	23,750	18,000
Purchasing	20	**25,586**	27,736	-7.8	31,000	24,500	19,000
Sales	871	**24,974**	25,205	-0.9	32,000	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	47	**22,312**	21,632	3.1	26,000	21,900	17,500
Finance, Taxation, Monetary Policy	60	**24,338**	23,036	5.7	30,000	24,000	20,300
Economic Programs	9	**23,378**	21,751	*	*	*	*
Law Enforcement	33	**24,270**	23,325	4.1	34,620	22,800	16,973
Military	59	**23,253**	24,240	-4.1	28,476	23,500	18,000
National Security	3	**30,867**	21,877	*	*	*	*
Urban/Regional Planning	11	**26,689**	23,655	*	*	*	*
ENGINEERING							
Bioengineering	4	**31,800**	35,064	*	*	*	*
Design/Construct	625	**31,770**	31,005	2.5	38,000	31,812	26,064
Environmental/Sanitation	124	**31,588**	30,725	2.8	39,468	31,422	25,000
Manufacturing/Industrial	691	**34,586**	33,731	2.5	39,500	35,000	30,000
Systems/Programming	175	**32,711**	32,363	1.1	37,800	33,000	27,500
Power Systems	145	**34,161**	33,228	2.8	36,500	34,200	31,100
Software Design & Development	175	**33,800**	32,687	3.4	38,400	34,500	28,000
Hardware Design & Development	113	**33,922**	34,133	-0.6	37,000	34,500	28,800
Research & Development	171	**35,126**	34,319	2.4	40,500	36,000	28,080
Testing	92	**31,390**	30,889	1.6	36,000	32,400	25,000
Process Engineering	656	**39,099**	37,659	3.8	42,000	39,710	35,500
Project Engineering	763	**34,324**	33,960	1.1	40,000	34,700	28,000
Other Engineering	1,316	**33,613**	32,851	2.3	39,000	34,200	27,960
HEALTH CARE							
Administrative	20	**23,924**	23,673	1.1	36,700	22,650	17,000
Industrial Hygiene	1	**13,832**	29,053	*	*	*	*
Medical Technology	19	**24,700**	24,888	*	*	*	*
Nursing / Personal Care	237	**32,340**	29,486	9.7	39,000	32,500	25,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

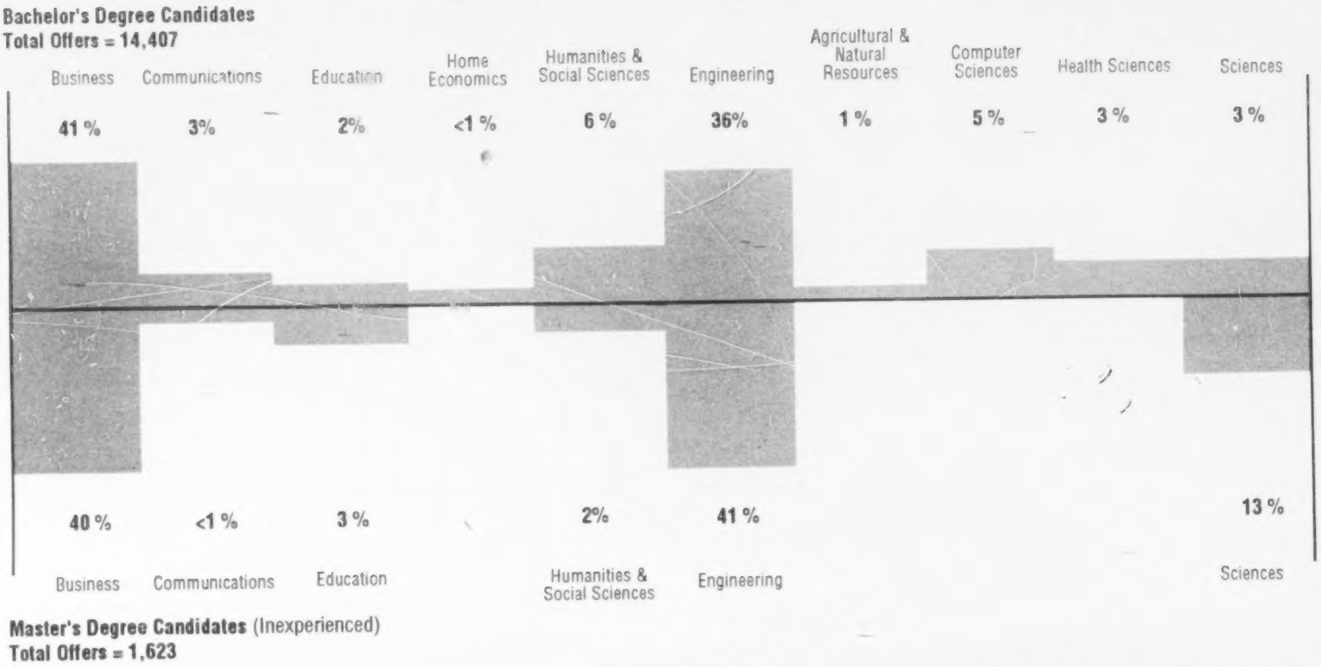
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers July 1992	Average $ Offer July 1992	Average $ Offer September 1991	Percent Change in $ Offers from September 1991	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . . .							
Occupational Therapy	**34**	**$29,862**	$29,291	2.0 %	$35,000	$31,000	$24,000
Pharmacist	**70**	**40,977**	39,389	4.0	45,026	41,250	33,280
Physical Therapy	**12**	**29,208**	29,990	*	*	*	*
Respiratory Therapy	+	+	32,651				
Other Health Related	**88**	**24,220**	25,753	-6.0	35,500	22,000	14,560
SOCIAL SERVICES							
Administration	**55**	**19,756**	20,452	-3.4	24,000	19,238	14,400
Counseling	**61**	**17,976**	17,382	3.4	25,000	17,200	12,000
Fundraising/Development	**22**	**21,264**	19,840	7.2	28,000	20,000	15,000
Social Work	**59**	**17,803**	17,455	2.0	22,500	18,000	13,000
COMPUTER SCIENCE							
Computer Programming	**410**	**29,727**	28,762	3.4	35,760	30,000	23,000
Information Systems	**209**	**29,241**	29,740	-1.7	34,600	29,100	23,700
Computer Systems Analyst	**253**	**31,705**	30,442	4.1	37,500	31,200	25,200
OTHER FUNCTIONAL AREAS							
Actuarial	**39**	**31,176**	31,759	-1.8	35,620	32,000	23,500
Agricultural/Natural Resources	**71**	**21,550**	21,518	0.1	27,332	21,000	17,000
Architecture	**23**	**24,181**	25,879	-6.6	29,000	22,800	20,000
Consulting	**496**	**30,204**	29,007	4.1	34,680	30,000	26,000
Human Resources/Industrial Relations	**76**	**24,807**	23,531	5.4	32,000	24,500	17,800
Management Trainee	**1,109**	**23,109**	22,726	1.7	30,000	23,000	18,000
Mathematician/Statistician	**25**	**24,913**	24,606	1.2	31,500	24,500	19,000
Paralegal	**24**	**20,669**	21,251	-2.7	22,800	21,250	18,000
Research (Nontechnical)	**18**	**24,535**	22,326	*	*	*	*
Research (Technical)	**28**	**27,260**	27,274	0.0	32,700	28,000	20,000
Teaching	**451**	**21,127**	20,027	5.5	26,400	21,204	15,000
	14,407						

PROPORTION OF OFFERS BY CURRICULAR AREA



AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1992	July 1992	September 1991	July 1992	July 1992	September 1991
Business						
Accounting	1,285	$27,404	$26,971	1,409	$27,327	$29,318
Business Administration (incl. Management Science)	457	25,133	24,547	432	23,367	23,344
Distribution Management	3	23,000	26,583	5	25,956	28,905
Economics & Finance (incl. Banking)	700	26,649	26,082	353	26,320	25,354
Hotel/Restaurant Management	64	21,864	21,552	50	20,523	20,927
Human Resources (incl. Labor Relations)	15	23,814	24,248	38	23,373	23,538
Management Information Systems	129	28,888	28,538	101	28,326	27,833
Marketing/Marketing Management (incl. Research)	433	24,470	24,020	402	23,937	23,418
Real Estate	1	23,160	22,647	2	26,250	18,833
Communications						
Advertising	25	22,048	22,526	30	20,796	20,963
Communications	77	23,142	22,573	119	20,563	21,314
Journalism	26	19,408	19,539	69	19,049	19,916
Telecommunications/Broadcasting	13	22,879	22,904	24	22,549	21,104
Education						
Elementary Education	16	22,676	21,546	189	20,176	19,158
Pre-Elementary Education	1	36,760	N/A	14	15,541	16,724
Physical Education	12	23,155	20,485	11	21,712	19,417
Special Education	1	20,700	23,035	31	21,884	21,351
Home Economics						
Human Ecology	7	22,743	22,775	22	19,020	20,321
Textiles & Clothing	4	26,000	24,438	52	22,464	20,679
Merchandising Management	+	*	19,330	32	19,641	21,037
Humanities & Social Sciences						
Foreign Languages	11	24,551	23,176	33	22,559	20,646
Letters	33	23,788	24,126	113	22,193	20,897
Visual & Performing Arts	24	21,995	20,360	42	20,948	19,537
Humanities-Other	27	23,901	25,744	28	22,681	21,934
Criminal Justice	12	23,043	23,605	19	19,591	20,040
History	52	22,886	23,882	34	22,607	22,794
Political Science/Government	63	23,463	24,163	58	22,702	22,051
Psychology	46	22,034	21,956	108	19,647	19,677
Sociology	18	21,750	21,311	32	18,734	19,834
Social Sciences-Other	48	23,558	22,920	84	20,361	20,541
Engineering						
Aerospace & Aeronautical	65	31,752	30,686	15	32,270	30,587
Agricultural	34	31,820	30,686	2	29,500	25,767
Architectural	36	29,501	30,694	20	28,685	29,444
Bioengineering & Biomedical	1	34,200	31,971	7	29,251	27,625
Chemical	577	39,238	37,490	364	39,182	37,496
Civil	473	29,539	29,557	103	29,884	30,026

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1992	July 1992	September 1991	July 1992	July 1992	September 1991
Continued . . .						
Computer	154	$33,117	$32,080	39	$33,391	$32,978
Electrical	906	33,917	33,169	205	34,546	33,297
Environmental Engineering	5	30,500	27,749	5	32,685	27,070
Industrial	254	32,371	31,797	163	33,191	32,825
Mechanical	1,090	34,328	33,893	235	35,561	34,488
Metallurgical	36	33,422	33,305	11	33,989	33,359
Mining	19	31,545	32,034	8	32,065	29,188
Nuclear	35	34,683	32,111	5	36,680	32,323
Petroleum	45	40,458	38,753	6	43,017	39,605
Textile	6	30,917	N/A	2	36,650	N/A
Engineering Technology	204	30,927	30,112	39	30,154	30,000
Industrial Technology	12	25,116	27,745	2	34,926	31,592
Agriculture & Natural Resources						
Agribusiness	50	23,656	23,717	20	24,155	22,959
Animal Sciences	11	21,418	23,862	11	17,991	19,617
Plant Sciences	5	20,600	22,053	1	36,500	20,273
Natural Resources	13	22,800	20,465	2	20,700	24,851
Other Agricultural Sciences	34	23,132	24,105	13	21,838	22,365
Computer Sciences						
Computer Science	462	31,132	30,558	149	31,289	31,074
Computer Programming	37	31,089	27,587	12	29,975	29,195
Information Sciences & Systems	47	29,089	28,888	32	29,647	29,642
Systems Analysis	7	31,041	29,386	6	29,249	24,856
Health Sciences						
Allied Health	11	33,206	28,357	54	31,234	29,674
Health Sciences	8	29,832	23,929	22	23,647	21,525
Nursing	19	33,039	30,128	210	32,557	29,559
Pharmacy	22	40,084	39,500	50	41,650	39,561
Sciences						
Actuarial	15	33,218	32,995	5	28,717	28,874
Architectural & Environmental Design	21	25,908	27,180	8	22,171	23,433
Biological	24	22,923	22,944	20	21,822	20,978
Chemistry	36	27,062	27,918	31	28,859	25,667
Geological	7	26,843	27,798	8	24,421	29,486
Mathematics (incl. Statistics)	86	30,785	28,236	67	26,853	26,759
Physics	13	28,796	29,029	2	24,750	30,446
Other Physical & Earth Sciences	1	27,000	28,110	3	20,666	19,036
Textile Science	22	30,555	N/A	8	31,696	N/A
	8,506			5,901		

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1992	July 1992	September 1991	July 1992	July 1992	September 1991
FINANCE						
Accounting (Public)	1,063	$27,777	$27,475	1,103	$27,691	$26,828
Accounting (Private)	229	26,322	25,483	318	25,884	24,836
Commercial Banking (Consumer)	66	22,551	23,506	64	21,015	21,597
Commercial Banking (Lending)	94	25,137	23,854	54	24,900	24,487
Investment Banking (Corporate Finance)	36	29,688	29,237	16	28,941	28,307
Investment Banking (Mergers & Acquisitions)	4	31,375	30,800	+	*	24,647
Investment Banking (Real Estate)	7	32,143	19,250	5	23,040	24,018
Investment Banking (Sales & Trading)	19	27,789	26,278	12	25,045	21,417
Financial/Treasury Analysis	191	29,166	27,769	119	27,007	26,240
Portfolio Management/Brokerage	39	23,782	25,965	25	23,459	22,224
Insurance (Underwriting)	48	25,315	25,188	49	23,977	23,781
Insurance (Claims)	38	23,382	24,034	38	22,792	22,331
COMMUNICATIONS						
Design/Graphic Arts	11	20,282	22,832	19	18,975	19,492
Media Planning	4	22,825	23,250	11	20,682	19,973
Reporting	9	20,122	18,209	18	15,023	16,680
Production	31	22,716	27,693	14	17,553	24,080
Public Relations	18	21,724	21,347	38	19,584	20,666
Writing/Editing	9	23,278	22,299	36	24,764	20,171
MARKETING						
Advertising	15	22,344	21,816	30	20,180	19,929
Brand/Product Management	45	27,768	26,242	43	23,540	23,354
Buyer/Merchandising	85	25,154	24,762	119	22,996	22,795
Distribution	36	24,422	25,169	22	26,263	25,135
Market Research	28	26,026	25,620	56	23,561	24,141
Purchasing	10	27,852	27,651	10	23,320	27,802
Sales	506	25,504	25,557	365	24,239	24,576
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	19	22,948	23,713	28	21,881	20,591
Finance, Taxation, Monetary Policy	30	24,706	23,282	30	23,970	22,884
Economic Programs	3	26,833	20,723	6	21,650	22,852
Law Enforcement	23	24,754	24,332	10	23,157	20,625
Military	51	23,265	24,379	8	23,173	23,503
National Security	2	32,300	23,000	1	28,000	21,378
Urban/Regional Planning	7	25,129	24,555	4	29,417	20,206
ENGINEERING						
Bioengineering	2	28,500	37,677	2	35,100	25,917
Design/Construct	508	31,641	31,070	117	32,333	30,702
Environmental/Sanitation	85	31,069	30.375	39	32,718	31,414
Manufacturing/Industrial	508	34,342	33,568	183	35,264	34,228
Systems/Programming	134	32,616	32,578	41	33,023	31,511
Power Systems	104	34,044	33,245	41	34,459	33,120
Software Design & Development	145	33,775	32,796	30	33,922	32,268
Hardware Design & Development	95	33,991	34,021	18	33,560	34,683
Research & Development	113	34,657	33,986	58	36,039	35,076
Testing	70	30,942	31,013	22	32,814	30,355
Process Engineering	442	39,022	37,607	214	39,257	37,773
Project Engineering	653	34,183	33,867	110	35,164	34,340
Other Engineering	959	33,400	32,817	357	34,187	32,980
HEALTH CARE						
Administrative	5	22,380	24,440	15	24,439	23,454
Industrial Hygiene	1	13,832	32,766	+	*	25,340
Medical Technology	5	31,892	27,700	14	22,131	23,763
Nursing / Personal Care	21	32,535	30,301	216	32,321	29,430

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

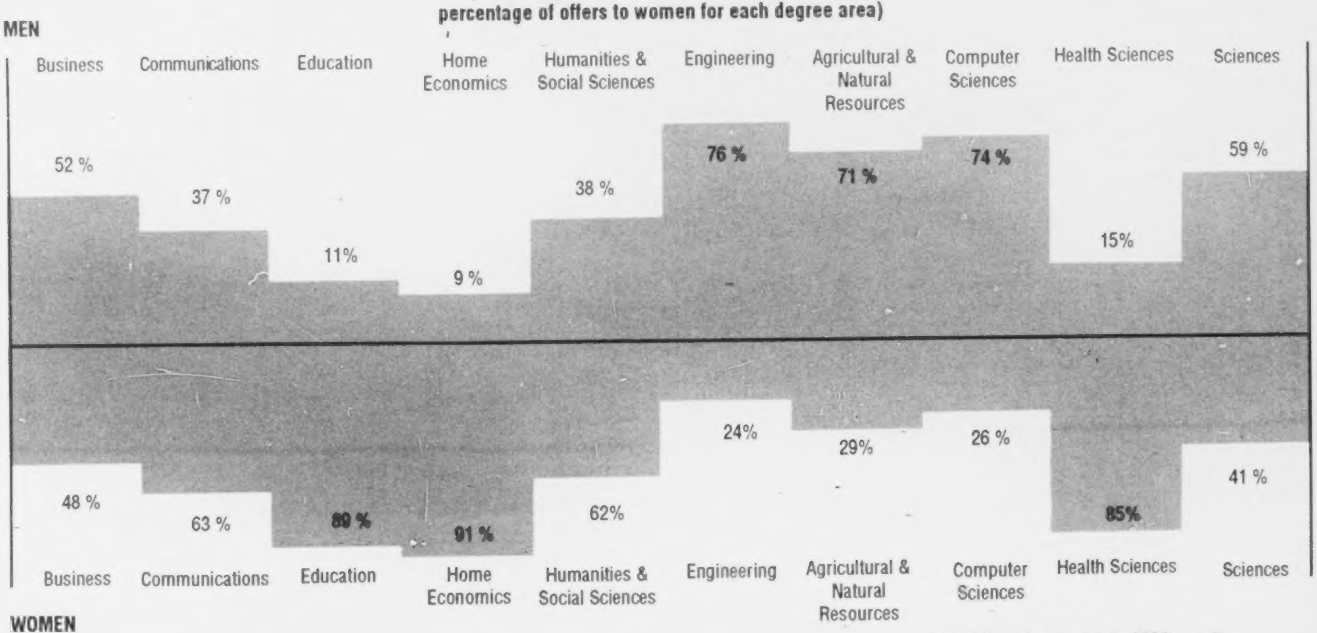
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1992	July 1992	September 1991	July 1992	July 1992	September 1991
Continued . . .						
Occupational Therapy	7	**$32,678**	$36,020	27	**$29,132**	$28,522
Pharmacist	20	**39,892**	39,500	50	**41,410**	39,296
Physical Therapy	5	**30,300**	31,667	7	**28,429**	29,832
Respiratory Therapy	+	**N/A**	34,000	+	**N/A**	32,314
Other Health Related	21	**25,511**	26,460	67	**23,815**	25,579
SOCIAL SERVICES						
Administration	20	**20,840**	21,671	35	**19,137**	19,957
Counseling	18	**20,424**	17,827	43	**16,951**	17,264
Fundraising/Development	3	**23,500**	20,000	19	**20,911**	19,804
Social Work	11	**21,393**	18,186	48	**16,980**	17,243
COMPUTER SCIENCE						
Computer Programming	288	**30,034**	28,698	122	**29,004**	28,894
Information Systems	140	**29,538**	30,022	69	**28,639**	29,345
Systems Analysis & Design	177	**31,715**	30,569	76	**31,680**	30,212
OTHER FUNCTIONAL AREAS						
Actuarial	22	**32,564**	32,885	17	**29,380**	30,342
Agricultural/Natural Resources	53	**21,873**	21,935	18	**20,598**	20,305
Architecture	19	**24,588**	27,485	4	**22,250**	22,400
Consulting	315	**30,497**	29,324	181	**29,693**	28,443
Human Resources/Industrial Relations	34	**25,810**	23,740	42	**23,994**	23,422
Management Trainee	584	**23,816**	23,572	525	**22,322**	21,852
Mathematician/Statistician	15	**25,485**	25,741	10	**24,055**	23,995
Paralegal	4	**21,240**	22,158	20	**20,555**	20,914
Research (Nontechnical)	11	**28,898**	25,149	7	**17,678**	20,444
Research (Technical)	17	**28,040**	28,376	11	**26,056**	25,830
Teaching	96	**22,078**	21,241	355	**20,870**	19,687
	8,506			5,901		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	**$24,876** **639**	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,877 2081 $31,000 $24,300	$24,683 4	$25,500 2	$23,832 53 $28,000 $20,000	$25,800 10	$26,000 9	$25,085 6	$27,026 19	$29,000 2	$23,991 36 $28,000 $18,000	$23,900 7	$26,300 6	$24,486 41 $27,300 $20,400	$22,733 3	$24,159 33 $29,000 $18,000	$23,832 4		$19,500 4
Business Administration - incl. Management Science	$27,603 39 $31,000 $26,000	$17,375 4		$22,388 68 $26,000 $16,000	$28,793 15	$27,773 15	$29,548 6	$29,507 54 $33,000 $25,500	$24,667 3	$24,475 33 $31,200 $18,038	$22,465 15	$21,528 17	$24,050 73 $28,440 $18,800	$20,000 3	$21,903 230 $26,500 $16,000	$19,333 3	$36,000 1	$24,347 3
Distribution Management															$22,400 5			
Economics & Finance (incl. Banking)	$27,358 43 $29,000 $23,000	$16,320 1	$30,000 1	$25,082 204 $30,000 $19,800	$30,631 73 $35,000 $24,000	$22,875 4	$28,976 11	$28,892 109 $33,000 $26,000	$31,600 5	$26,136 107 $33,000 $18,000	$24,044 9	$28,700 3	$24,760 100 $30,000 $19,500	$15,600 1	$23,654 84 $28,500 $19,000	$27,500 1	$23,000 1	$24,000 1
Hotel / Restaurant Management											$21,253 25 $24,000 $18,000	$20,214 64 $24,250 $15,000			$23,000 1			
Human Resources (incl. Labor Relations)				$18,600 5		$30,000 1	$14,000 1	$32,000 1			$19,500 1		$23,023 12		$20,625 4			
Management Information Systems	$29,143 7			$26,680 5	$32,000 1	$28,860 5	$27,204 25 $29,250 $23,700	$29,521 28 $32,500 $28,000	$28,987 3	$30,167 3		$21,000 2	$27,452 33 $30,000 $23,000		$25,167 9			
Marketing/Marketing Management (incl. Research)		$20,625 4		$22,250 26 $27,000 $17,500	$13,208 1	$22,464 14	$23,110 14	$25,295 21 $30,000 $18,000		$23,738 24 $30,000 $19,000	$22,806 16	$23,161 9	$25,806 43 $30,000 $21,000		$22,856 276 $27,996 $18,500	$12,000 1		$19,771 7
Real Estate										$26,000 1			$23,160 1					
Advertising		$20,754 13				$20,694 5				$23,000 1		$24,000 1			$19,225 4			$21,050 4
Communications	$26,000 1	$17,683 6		$23,157 7		$17,665 14	$22,000 2	$17,000 1		$22,167 3	$18,400 5	$20,400 5	$22,247 21 $25,000 $18,000		$21,660 42 $26,800 $18,000	$12,480 1		$19,625 4
Journalism	$26,000 1	$18,138 8		$19,200 2		$17,509 19	$21,000 2	$22,250 2		$17,326 1	$20,000 1		$23,800 3		$21,795 13	$18,000 1		$17,071 17
Telecommunications/ Broadcasting						$19,429 7		$34,300 1			$17,000 1		$27,300 2		$22,286 7			$24,000 1
Elementary Education							$20,000 1	$12,480 1			$23,000 1		$23,825 1		$19,667 3			
Pre-Elementary Education																		
Physical Education								$25,000 1							$24,000 1			
Special Education																		

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology											$25,000 1	$20,167 3	$24,000 1		$19,750 2		$18,500 1	
Textiles & Clothing															$22,064 49 $24,000 $20,000			
Merchandising Management				$11,000 1											$20,523 22 $24,000 $17,000			$17,500 1
Foreign Languages		$24,500 1		$14,500 1				$18,600 1		$24,667 3	$41,000 1	$18,000 1	$21,250 4		$21,333 3			$20,000 3
Letters		$22,500 2		$19,288 8	$36,750 2	$17,840 2	$29,484 9	$28,213 5	$23,500 1	$29,000 4	$19,675 4	$16,000 1	$22,483 8	$21,825 8	$21,547 17		$18,000 1	$17,417 6
Visual & Performing Arts		$19,000 5		$32,000 1	$20,000 1		$39,700 1			$17,000 1			$19,400 1	$20,000 1	$19,500 3		$16,000 1	$21,000 3
Humanities-Other		$25,000 1		$21,000 1	$31,000 1	$12,000 2	$30,000 1			$36,250 2	$22,667 3		$24,316 11		$21,563 8			$17,750 2
Criminal Justice													$23,160 1	$11,440 1	$19,000 1		$21,980 5	
History				$19,000 2	$30,250 2	$26,165 3		$27,067 3		$15,700 1	$21,000 1	$24,000 1	$24,700 20 $30,000 $21,000	$24,000 1	$22,520 10		$18,500 1	$20,800 1
Political Science / Government				$26,000 3	$30,960 5	$22,000 1		$29,433 6		$22,713 8	$26,667 3	$22,000 1	$24,258 13	$20,623 9	$21,425 23 $24,000 $19,500	$26,000 2		
Psychology		$19,000 1		$13,667 3		$21,667 3	$22,750 2	$25,967 3			$18,400 2	$19,500 1	$22,786 7		$23,735 20 $28,000 $21,000	$17,500 1		$18,000 1
Sociology		$29,000 1		$17,500 2	$21,000 1					$19,000 1	$22,333 3		$22,900 5	$21,000 1	$22,750 2	$18,000 1		
Social Sciences-Other				$19,895 4	$32,000 1	$23,000 1		$27,850 5		$20,000 2	$27,000 1		$23,000 2	$13,500 1	$21,083 6		$23,000 3	
Aerospace & Aeronautical Engineering				$31,200 1				$31,800 7	$36,000 1									
Agricultural Engineering									$32,450 2								$28,163 1	
Architectural Engineering			$27,238 13			$32,000 1		$27,417 6	$28,353 6									
Bioengineering & Biomedical Engineering						$34,200 1												
Chemical Engineering							$38,750 2	$37,114 40 $40,000 $30,000	$38,292 33 $40,200 $35,000	$29,000 1					$60,000 1			$40,000 1
Civil Engineering			$36,000 1			$34,200 1	$34,500 1	$30,064 78 $34,560 $26,000	$30,188 97 $35,000 $26,000									
Computer Engineering	$31,500 2			$27,000 1	$28,000 1	$34,757 7	$32,070 36 $37,000 $28,000	$32,450 22 $35,000 $29,500	$31,550 2	$36,000 1			$30,700 – 6		$27,500 2			

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum (continued)	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$34,950 2	$32,400 1	$35,857 14		$29,606 6								$33,460 6	$37,280 3	$35,851 7	$26,831 3	$35,225 4
Environmental Engineering																		
Industrial Engineering			$28,880 2	$34,700 1		$36,000 1	$27,850 1							$31,000 1	$39,600 1	$32,577 8	$35,280 2	$32,500 1
Mechanical Engineering		$32,853 3	$34,160 3	$32,001 12		$30,333 3	$33,000 1							$35,200 2	$35,800 4	$34,778 32 $37,000 $32,347	$32,233 6	$35,691 15
Metallurgical Engineering																$37,200 1		$32,192 2
Mining Engineering																		
Nuclear Engineering				$34,800 4														
Petroleum Engineering						$26,400 1												
Textile Engineering																		
Engineering Technology			$36,000 1	$32,750 2		$26,000 1								$30,717 6		$33,781 6	$30,914 7	$37,500 2
Industrial Technology																$33,000 1		
Agribusiness	$15,680 1														$23,429 7			
Animal Sciences									$15,360 1						$13,440 1			
Plant Sciences															$19,000 2			
Natural Resources																$24,000 1		
Other Agricultural Sciences										$18,000 1		$11,000 1			$21,600 1			
Computer Science		$29,000 1		$29,700 2	$29,000 4	$25,930 2		$27,750 2	$30,000 1			$24,000 1		$31,137 5		$33,000 1	$28,200 2	$30,600 3
Computer Programming		$31,500 1																
Information Sciences & Systems			$28,000 1															
Systems Analysis				$35,000 1														

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health								$30,333 3	$28,000 1				$32,000 1					
Health Sciences					$22,907 2			$19,733 7										
Nursing						$28,000 1		$27,377 8										
Pharmacy								$35,640 6										$38,667 3
Actuarial																		
Architectural & Environmental Design							$27,600 2											
Biological						$28,560 1		$33,000 1	$13,000 1									$25,760 4
Chemistry		$22,500 1				$25,000 1	$24,720 1								$20,800 1		$40,800 1	$31,579 5
Geological																		
Mathematics (incl. Statistics)		$24,000 1			$21,811 7	$22,341 3		$27,000 1										
Physics		$22,800 1																
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$19,943 7	$22,251 8	$20,959 18	$27,696 12	$20,673 139 $26,813 $13,900	$22,726 33 $27,996 $18,919	$22,373 35 $28,300 $18,000	$21,530 16	$23,107 15	$18,314 7	$17,600 3	$17,853 35 $21,763 $13,250	$16,823 3	$27,083 6	$23,500 4	$27,538 8	$25,250 4	$30,314 18
Technical Curricula	$15,680 1	$29,755 12	$29,692 32 $32,400 $27,252	$34,084 44 $35,700 $30,600	$24,191 13	$27,727 27 $34,000 $23,500	$27,668 31 $31,800 $24,720	$27,767 28 $34,923 $20,633	$23,572 5	$18,000 1		$17,500 2	$32,800 1	$32,502 24 $35,400 $28,000	$28,489 23 $39,600 $20,000	$34,495 68 $37,500 $30,000	$31,248 29 $37,440 $27,000	$36,981 93 $41,000 $31,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$30,000 1			$19,500 1			$30,750 2		$26,400 1			$24,000 1						
MBA - Technical Undergraduate Degree		$38,200 3				$29,350 2								$38,000 3				

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$27,870 13	$27,953 6	$30,500 2	$28,733 3	$18,000 1			$29,425 4	$29,830 10	$22,620 1		$28,775 2			$26,948 8	$25,682 11
Business Administration (incl. Management Science)	$20,400 1	$34,884 1	$21,500 2		$22,500 1				$28,083 3			$27,908 3			$25,200 3	$24,999 6
Distribution Management		$25,000 1														
Economics & Finance (incl. Banking)	$28,775 4	$26,440 6	$28,000 2		$24,150 2		$28,180 2	$29,300 2	$29,442 16	$18,000 1						$28,343 7
Hotel, Restaurant Management			$19,200 1													$21,000 2
Human Resources (incl. Labor Relations)																
Management Information Systems	$33,469 4	$27,833 6	$26,000 1						$33,900 2						$31,140 3	$22,650 4
Marketing, Marketing Management (incl. Research)	$28,952 4	$28,305 4	$26,667 3	$27,750 4				$24,050 2	$25,500 2	$22,100 1		$27,500 4			$24,255 11	$24,156 9
Real Estate																
Advertising			$20,000 1	$21,000 1				$12,000 1		$15,000 1				$17,000 1		$20,598 2
Communications	$26,880 1		$26,000 4					$28,000 1	$26,000 1							$21,250 2
Journalism																$20,000 1
Telecommunications, Broadcasting		$18,000 1														$18,500 1
Elementary Education																
Pre-Elementary Education																
Physical Education																
Special Education																

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																$22,800 1
Textiles & Clothing																
Merchandising Management																
Foreign Languages																
Letters					$27,600 1							$10,400 1		$21,500 1		$29,200 1
Visual & Performing Arts								$19,920 1								$31,800 1
Humanities Other																
Criminal Justice																$24,960 1
History			$24,000 1													
Political Science/Government				$26,500 1	$26,000 1			$23,000 1				$21,000 1			$29,503 3	
Psychology																$21,500 1
Sociology																$12,000 1
Social Sciences Other	$28,500 1															
Aerospace & Aeronautical Engineering															$33,600 1	
Agricultural Engineering		$37,300 2														$36,700 1
Architectural Engineering									$36,600 2							$33,000 1
Bioengineering & Biomedical Engineering								$25,200 1				$30,000 1				
Chemical Engineering	$35,400 1	$35,302 2	$36,800 5	$38,863 8	$24,600 1	$40,500 2		$38,715 4	$40,988 46 $47,500 $39,000				$32,500 1	$40,000 1	$40,001 4	$33,996 1
Civil Engineering		$36,000 1				$35,520 1		$33,000 1	$37,860 6						$32,100 2	$24,000 1
Computer Engineering	$34,100 6	$33,961 5		$34,800 1	$33,600 1							$34,216 1			$33,600 1	$32,004 1

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$32,744 20 $35,100 $28,992	$34,138 53 $36,564 $32,000	$35,640 2	$36,275 4	$35,200 3		$31,992 1	$37,225 4	$39,411 16						$33,425 4	$34,633 6
Environmental Engineering																
Industrial Engineering		$34,251 8	$25,000 2	$34,800 3	$34,200 1			$34,800 1	$36,500 3			$34,500 1		$34,560 1	$34,340 3	$35,750 2
Mechanical Engineering	$35,148 5	$33,258 18	$33,649 6	$38,351 4	$32,234 14		$36,075 4	$37,098 9	$37,932 41 $40,900 $34,000			$32,216 2	$35,500 1		$35,410 6	$35,571 7
Metallurgical Engineering		$31,500 2			$33,280 5	$34,500 1										
Mining Engineering						$35,178 7										
Nuclear Engineering																
Petroleum Engineering									$42,001 17							
Textile Engineering																
Engineering Technology	$25,680 3	$32,320 5	$32,000 1					$35,000 1	$29,363 2			$31,165 2			$30,000 1	$24,750 4
Industrial Technology		$29,000 1														
Agribusiness																$21,600 1
Animal Sciences			$20,000 1													
Plant Sciences																
Natural Resources																
Other Agricultural Sciences																$17,300 3
Computer Science	$32,520 17	$34,267 11		$32,948 2	$35,000 1			$30,750 2	$35,000 3			$14,560 1			$32,000 2	$28,333 3
Computer Programming																
Information Sciences & Systems	$30,033 3	$35,000 1							$35,600 1						$26,000 1	$28,750 2
Systems Analysis													$23,000 1			

MANUFACTURING EMPLOYERS

Curriculum, Continued	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers NEC
Allied Health																
Health Sciences																
Nursing																$41,000 1
Pharmacy																
Actuarial																
Architecture & Environmental Design																
Biological																
Chemistry									$41,400 1						$27,000 2	$29,500 1
Geological						$29,200 1			$31,500 2							
Mathematics (incl. Statistics)		$32,150 2														
Physics		$32,400														
Other Physical & Earth Sciences																
Polymer Science																
Textile Science																

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers NEC
Nontechnical Curricula	$28,674 28 $34,800 $24,000	$27,378 25 $31,000 $22,000	$25,482 17	$27,189 9	$23,733 6		$28,180 2	$25,610 12	$29,365 34 $33,600 $26,000	$19,430 4		$25,698 11		$19,250 2	$26,425 28 $33,000 $18,000	$24,419 51 $30,000 $18,000
Technical Curricula	$32,556 55 $35,400 $28,000	$33,916 113 $36,564 $31,000	$32,893 17	$37,023 22 $39,504 $34,800	$32,718 26 $36,000 $30,000	$35,539 12	$35,258 5	$35,963 23 $39,000 $31,500	$39,277 140 $42,500 $35,000			$30,005 8	$30,333 3	$37,280 2	$34,007 27 $39,504 $30,000	$30,671 35 $39,000 $19,500

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers NEC
MBA - Nontechnical Undergraduate Degree	$46,000 1								$30,000 1	$25,480 1				$28,600 1	$30,000 1	$27,010 1
MBA - Technical Undergraduate Degree		$40,000 1														$37,000 1

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24 876 639	Number of Offers
90th Percentile	$28 000	
10th Percentile	$21 600	

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial/Treasury Analysis	Portfolio Management/Brokerage	Insurance Underwriting	Insurance Claims	Design/Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing/Editing
Accounting	$27 836 646 $31 996 $24 000	$25 815 99 $30 000 $21 000	$14 000 1	$26 333 3	$26 590 6				$28 396 8		$20 900 2							
Business Administration (incl. Management Science)	$25 273 9	$20 875 4	$23 400 1	$19 000 2	$17 258 2				$22 357 7	$30 000 1	$23 430 2	$22 523 4						
Distribution Management																		
Economics & Finance (incl. Banking)	$27 215 11	$26 558 13	$17 736 5	$24 800 6	$41 000 2			$23 848 3	$28 758 25 $30 900 $25 300	$18 833 6	$26 760 5	$22 500 4						
Hotel/Restaurant Management																		
Human Resources (incl. Labor Relations)											$23 390 2	$27 000 1						
Management Information Systems												$21 138 2				$33 000 1		$20 000 1
Marketing/Marketing Management (incl. Research)	$20 808 1		$21 500 1					$22 000 2	$25 937 6	$28 500 2	$27 750 2	$24 821 3	$17 500 1			$25 000 1	$21 000 2	
Real Estate																		
Advertising														$26 300 1		$18 400 2	$23 800 2	$20 228 1
Communications	$20 500 3								$24 500 2	$23 000 1					$15 000 1	$25 000 1	$18 297 7	$25 000 1
Journalism		$14 903 2	$14 400 1											$17 500 2	$17 786 7	$20 000 1	$18 560 5	$17 983 6
Telecommunications/Broadcasting													$18 000 1	$18 500 1				
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology			$24,000 1												$27,990 1	$19,267 3
Textiles & Clothing														$30,500 5		$15,000 1
Merchandising Management	$16,000 1													$18,929 7		
Foreign Languages		$50,000 1	$26,200 1													
Letters	$34,260 4		$27,050 1	$23,000 1	$27,600 1				$19,000 1			$18,700 2		$23,500 2	$22,000 1	$23,090 10
Visual & Performing Arts								$19,920 1							$15,500 2	$20,051 7
Humanities Other	$22,000 1		$20,000 1						$38,000 1		$26,400 1					$25,200 3
Criminal Justice																$24,960 1
History	$19,000 1		$24,833 3					$26,000 1							$24,500 2	$21,800 5
Political Science/Government	$30,908 1			$26,500 2	$26,000 1			$23,000 1				$21,000 1		$19,490 2	$28,377 4	$20,400 5
Psychology	$25,500 1	$27,000 1	$22,500 1					$22,800 1						$22,000 1	$20,240 2	$19,911 9
Sociology				$20,000 1				$26,000 1								$14,533 3
Social Sciences-Other	$28,500 1		$26,500 1	$31,800 2	$26,000 2										$26,000 1	$24,500 2
Aerospace & Aeronautical Engineering		$34,200 3													$33,600 1	$29,700 2
Agricultural Engineering		$36,475 4	$32,600 5													$32,900 3
Architectural Engineering		$25,500 2							$36,564 7						$28,500 1	$33,000 1
Bioengineering & Biomedical Engineering								$25,200 1				$30,000 1				$29,500 2
Chemical Engineering	$37,024 6	$37,123 17	$38,302 44 $40,000 $37,000	$39,751 41 $40,500 $38,400	$30,680 3	$40,500 2	$37,575 8	$39,961 35 $41,500 $37,518	$40,607 200 $43,000 $39,000		$38,800 3	$36,300 2	$39,000 6	$38,906 8	$39,532 34 $41,500 $38,400	$37,367 29 $41,400 $32,800
Civil Engineering		$36,000 1	$36,300 1		$30,411 7	$31,760 2	$37,200 1	$31,667 3	$37,698 25 $40,500 $33,600				$30,000 1		$31,335 4	$30,748 22 $34,140 $27,000
Computer Engineering	$34,929 36 $39,000 $31,000	$34,285 25 $36,000 $32,240	$36,500 1	$34,800 1	$33,600 1			$39,000 1	$34,020 1		$30,000 1	$34,216 1			$35,833 3	$33,731 5

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$34,514 106 $37,200 $31,000	$34,105 268 $36,900 $30,000	$34,695 8	$37,378 9	$35,449 14	$34,750 2	$34,600 5	$37,823 22 $39,500 $36,500	$37,641 59 $40,600 $34,000			$31,741 6	$32,850 2	$35,833 3	$34,230 18	$33,756 63 $38,500 $31,000
Environmental Engineering	$34,500 1						$36,500 1									$26,500 2
Industrial Engineering	$34,422 10	$34,042 51 $36,000 $30,500	$30,713 8	$35,000 7	$29,810 5	$32,500 1	$34,833 3	$35,267 6	$36,437 12	$32,500 1	$33,000 2	$33,284 5	$27,000 2	$32,299 17	$34,864 16	$32,352 31 $36,480 $28,000
Mechanical Engineering	$34,432 19	$34,237 147 $36,600 $31,000	$34,893 24 $38,000 $34,000	$37,534 9	$32,972 44 $35,200 $30,000	$32,000 2	$35,131 20 $38,400 $31,500	$37,514 43 $40,000 $35,500	$38,177 160 $41,000 $34,200	$29,560 2	$34,980 2	$33,777 14	$35,000 7	$33,218 9	$35,571 42 $38,500 $33,000	$32,887 96 $37,860 $28,000
Metallurgical Engineering		$33,340 5			$33,877 20 $36,000 $31,200	$34,500 1			$37,500 1				$29,333 3		$35,350 2	$34,980 1
Mining Engineering						$34,366 13			$33,000 1							
Nuclear Engineering		$35,400 4					$37,500 1		$36,940 3						$35,160 1	$38,550 2
Petroleum Engineering									$41,044 48 $44,000 $36,000							$45,000 1
Textile Engineering														$31,757 7		
Engineering Technology	$31,273 13	$30,941 31 $35,040 $25,500	$29,125 4		$30,800 5	$19,500 1		$33,200 5	$33,541 5		$30,000 1	$30,066 5	$26,000 2		$31,696 5	$28,981 19
Industrial Technology		$26,500 2						$18,720 1								$34,926 2
Agribusiness			$29,333 3											$22,000 2		$21,775 4
Animal Sciences			$20,000 1													
Plant Sciences																
Natural Resources								$24,000 4								$14,400 1
Other Agricultural Sciences			$28,417 6					$19,000 2							$19,500 2	$19,480 5
Computer Science	$33,385 64 $37,200 $28,000	$34,614 52 $36,600 $31,250	$31,750 4	$33,799 3	$31,000 3			$31,180 5	$34,874 28 $36,800 $33,500		$28,200 3	$29,615 4	$29,000 1	$27,000 1	$35,275 4	$30,410 24 $35,000 $25,000
Computer Programming	$31,533 3								$36,500 1		$30,500 1	$33,800 1			$28,333 3	
Information Sciences & Systems	$29,623 9	$35,000 1	$23,000 1	$35,500 2					$35,600 1						$28,000 1	$27,100 5
Systems Analysis	$24,600 1							$40,000 1					$23,000 1			$32,000 1

	MANUFACTURING EMPLOYERS															
Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences										$18,200 1						
Nursing																
Pharmacy			$41,000 1													$41,000 1
Actuarial																
Architectural & Environmental Design														$16,000 1		$22,500 2
Biological												$24,000 1				$17,965 4
Chemistry								$27,000 2	$37,200 2					$30,800 1	$25,405 7	$29,000 2
Geological						$29,200 1			$33,000 3							
Mathematics (incl Statistics)	$27,100 3	$31,700 4	$23,000 1						$34,650 2							$34,400 2
Physics	$32,400 1	$32,400 1							$31,400 1			$34,000 2				$26,080 3
Other Physical & Earth Sciences																
Polymer Science																
Textile Science														$30,369 27 $33,000 $27,800		

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$27,520 103 $34,500 $20,000	$27,273 88 $32,000 $20,000	$27,126 154 $32,000 $21,500	$28,399 34 $33,000 $23,000	$25,031 26 $27,600 $19,800	$29,000 1	$27,874 17	$26,691 45 $30,600 $20,000	$28,772 128 $33,000 $25,000	$22,849 28 $27,000 $16,000	$29,603 4	$26,102 29 $30,000 $21,000	$23,940 5	$24,738 43 $29,000 $17,500	$26,411 67 $31,500 $20,000	$23,676 233 $30,000 $16,000
Technical Curricula	$33,872 272 $37,200 $29,000	$34,057 618 $37,000 $30,000	$34,739 112 $39,000 $29,000	$38,281 72 $40,500 $34,800	$32,933 102 $36,000 $30,000	$33,619 25 $37,000 $29,200	$35,690 39 $39,000 $32,000	$36,513 131 $41,000 $30,000	$38,877 556 $42,600 $34,020	$27,455 4	$32,882 13	$32,408 42 $36,000 $29,500	$32,828 25 $39,600 $26,000	$31,932 76 $36,800 $27,000	$35,022 144 $40,000 $30,900	$32,105 335 $38,500 $25,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$40,518 11	$41,112 2	$47,509 8	$44,486 7	$40,000 1			$24,500 2	$37,229 7	$25,480 1				$37,460 4	$37,800 5	$28,168 6
MBA - Technical Undergraduate Degree	$40,000 1	$37,556 4	$48,000 1	$39,000 2				$48,250 2	$31,100 3	$33,000 1		$35,000 1			$37,250 2	$45,000 7

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average 90th Percentile 10th Percentile	$24,876 639 $28,000 $21,600	Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,804 2081 $31,000 $24,000	$26,070 426 $30,000 $20,500	$22,610 9	$25,230 13	$27,506 7		$27,500 2	$20,400 1	$25,499 29 $30,600 $19,803	$23,500 6	$24,800 4	$14,560 1						
Business Administration (incl. Management Science)	$26,206 29 $28,500 $20,400	$25,288 26 $31,000 $18,000	$21,638 26 $24,500 $16,000	$22,306 18	$26,126 8		$13,500 2	$36,500 2	$26,153 36 $31,200 $20,000	$21,838 8	$23,348 16	$22,939 20 $27,360 $18,800	$16,000 1			$30,050 1	$26,000 2	
Distribution Management																		
Economics & Finance (incl. Banking)	$26,510 41 $29,000 $23,000	$27,361 76 $31,000 $23,000	$22,925 64 $28,000 $18,000	$26,206 94 $30,000 $23,000	$29,425 26 $35,000 $20,500	$31,500 3	$32,200 6	$27,407 20 $31,000 $23,000	$29,031 106 $33,000 $23,975	$23,586 39 $30,000 $18,000	$25,300 29 $30,000 $22,000	$22,275 16		$24,000 1			$22,777 4	
Hotel / Restaurant Management									$27,200 3									
Human Resources (incl. Labor Relations)			$18,000 2	$16,500 1							$24,445 4	$22,667 3						
Management Information Systems		$28,000 2			$25,000 1						$27,996 1	$21,138 2				$29,000 2		$20,000 1
Marketing / Marketing Management (incl. Research)	$20,808 1	$22,428 5	$21,700 5	$22,119 11				$20,000 3	$24,602 12	$28,950 4	$26,455 11	$25,395 8	$17,750 2			$25,000 1	$19,520 5	
Real Estate												$23,160 1						
Advertising													$20,500 2	$21,650 2		$18,160 5	$20,920 5	$20,228 1
Communications	$20,375 4	$26,000 1	$32,000 1	$17,300 2					$21,625 4	$23,000 1	$23,436 5	$21,900 4			$14,156 2	$18,118 8	$19,956 21 $24,000 $15,000	$21,400 5
Journalism		$14,903 2	$19,200 2									$18,000 1		$17,360 5	$16,107 15	$17,333 3	$18,814 7	$19,176 13
Telecommunications / Broadcasting									$32,000 1		$27,300 2		$18,000 1	$18,500 1	$15,167 3	$18,606 6		$24,000 1
Elementary Education											$23,825 1							
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	FINANCE												COMMUNICATIONS					
Curriculum - Continued	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$24,000 1						
Textiles & Clothing													$15,000 1					
Merchandising Management			$11,000 1															
Foreign Languages			$14,500 1						$28,500 2	$17,000 1	$23,000 1	$17,500 1		$24,500 1		$18,000 1	$28,680 1	
Letters			$19,125 4	$19,000 1	$31,100 2			$20,000 1	$33,250 2	$27,600 1	$19,500 2	$22,000 1		$19,000 2	$16,333 3	$15,750 2	$20,840 5	$29,456 16
Visual & Performing Arts				$32,000 1					$17,000 1			$19,400 1	$18,819 16		$16,000 1		$23,000 1	
Humanities-Other					$31,000 1						$25,200 1	$22,815 4	$30,000 1	$27,500 2		$11,000 1		$24,500 3
Criminal Justice												$23,160 1						
History			$19,000 2						$25,400 3	$25,000 1	$27,750 4	$22,000 1	$15,000 1		$18,500 1		$17,008 2	
Political Science / Government			$28,000 1	$18,000 1	$35,000 1			$30,000 1	$30,133 6	$18,000 1	$24,948 5	$30,120 1						$30,900 1
Psychology		$31,200 1	$13,667 3					$27,000 1			$21,875 4					$18,000 1	$18,000 1	
Sociology			$15,000 1					$21,000 1		$19,000 1	$22,000 1	$22,833 3		$29,000 1				
Social Sciences-Other		$16,000 1	$17,860 3	$26,000 1	$32,000 1				$20,000 2		$26,000 1				$19,000 1	$18,000 2	$17,250 1	$20,000 1
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																$35,000 1		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																$28,700 1		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering			$15,000 1		$40,000 1		$38,000 1		$31,000 1		$34,400 1		$20,000 [illegible]			$38,000 1		
Environmental Engineering																		
Industrial Engineering						$31,000 1			$30,167 6						$33,600 1	$34,200 1		
Mechanical Engineering					$34,000 2							$27,000 1						
Metallurgical Engineering																		
Mining Engineering								$28,991 1										
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology	$33,000 1								$30,000 1		$31,500 1	$31,500 1				$22,500 3		$34,000 1
Industrial Technology																		
Agribusiness	$24,125 4	$26,000 1	$20,833 3	$23,000 2														
Animal Sciences		$15,000 1															$14,000 1	
Plant Sciences																$18,000 1		
Natural Resources																		
Other Agricultural Sciences		$14,400 1		$19,200 1												$26,800 2		
Computer Science	$22,500 2								$30,333 3				$33,020 1					$22,000 1
Computer Programming																		
Information Sciences & Systems	$30,000 1	$22,000 1																$28,800 1
Systems Analysis																		

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences																		
Nursing		$24,000 1																
Pharmacy																		
Actuarial																		
Architectural & Environmental Design													$19,667 3					
Biological												$26,563 4						
Chemistry	$25,500 1															$21,000 1		
Geological																		
Mathematics (incl Statistics)	$31,000 1	$21,750 2	$30,000 1	$30,000 2	$36,000 2		$27,000 1		$36,500 12		$15,607 3					$27,000 1		
Physics										$33,000 1								
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,741 2156 $31,000 $24,000	$26,137 540 $30,500 $20,000	$21,806 125 $27,996 $15,000	$25,051 143 $30,000 $19,000	$28,762 47 $35,000 $20,500	$31,500 3	$27,520 10	$26,651 30 $31,000 $20,400	$27,922 287 $33,000 $22,000	$23,507 63 $30,000 $18,000	$24,753 92 $28,440 $20,500	$22,712 70 $27,360 $17,500	$18,864 25 $24,500 $15,000	$21,253 15	$16,074 26 $20,000 $12,000	$18,998 33 $25,000 $15,000	$20,386 55 $27,000 $15,000	$24,196 42 $33,885 $17,500
Technical Curricula	$26,100 10	$20,700 7	$21,500 5	$25,040 5	$36,000 5	$31,000 1	$32,500 2	$28,991 1	$33,522 23 $50,000 $27,500	$33,000 1	$22,544 5	$27,458 6	$22,404 5		$33,600 1	$26,917 12	$14,000 1	$28,267 3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
Bachelor's Degree Curricula	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security–	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing/ Industrial
Accounting			$29,000 1		$15,600 1	$34,600 1	$23,188 8	$42,000 1	$24,307 31 $28,300 $21,000		$26,000 1	$22,500 2						$22,400 2
Business Administration / incl. Management Science	$17,750 2	$27,897 16	$24,356 25 $27,000 $22,000	$22,576 12	$26,052 12	$27,480 4	$23,848 127 $30,000 $17,118	$22,021 12	$26,890 5	$16,700 1	$27,000 1	$24,000 11			$24,000 1			$22,561 4
Distribution Management			$20,000 1	$33,780 1			$22,667 3						$28,000 1					$25,000 1
Economics & Finance (incl. Banking)	$20,000 2	$27,920 10	$24,400 20 $28,500 $22,000	$21,600 3	$25,920 5		$25,586 84 $30,000 $19,500	$23,000 2	$24,684 17	$24,950 6	$21,500 2	$25,700 5		$12,000 1				
Hotel / Restaurant Management		$21,600 1		$19,200 1			$21,500 6					$18,000 1						
Human Resources (incl. Labor Relations)						$25,500 2	$20,929 7	$25,600 1										
Management Information Systems	$28,800 2	$33,000 1		$24,000 1			$24,701 8					$24,000 1					$12,000 1	
Marketing / Marketing Management (incl. Research)	$23,160 5	$26,103 25 $32,000 $20,000	$24,267 85 $29,000 $20,500	$26,093 30 $31,000 $20,400	$24,416 28 $32,000 $18,000	$23,750 2	$25,192 330 $30,000 $18,000	$23,600 2	$22,667 3			$20,000 2						
Real Estate							$26,250 2											
Advertising	$20,500 9	$30,000 2			$23,333 6		$20,981 19	$23,000 2										
Communications	$18,000 2	$23,000 6	$23,497 6		$20,333 3		$23,305 62 $28,200 $17,000	$16,740 2				$24,000 1		$20,000 1				
Journalism	$20,257 14	$18,667 3			$18,700 2		$21,993 6					$16,800 1						
Telecommunications / Broadcasting			$22,167 6				$25,381 12											
Elementary Education							$19,000 2											
Pre-Elementary Education																		
Physical Education							$26,200 1											
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology	$20,000 1						$27,990 1											
Textiles & Clothing	$23,500 1		$22,333 36 $24,000 $21,000		$18,200 1		$22,535 4									$19,000 1		$34,100 2
Merchandising Management	$17,500 1	$17,000 1	$23,000 3		$22,500 1		$17,556 9											
Foreign Languages			$35,000 2				$22,700 4	$14,000 1										
Letters	$20,500 2	$20,936 5	$23,000 3	$16,800 1	$20,167 3	$21,500 2	$23,592 11	$20,000 2				$24,000 1						
Visual & Performing Arts	$19,780 2	$20,000 1				$22,550 2	$19,960 2				$39,700 1	$18,000 1						
Humanities-Other		$22,000 1					$20,100 10	$22,000 3										
Criminal Justice											$22,546 17			$40,000 1				
History		$33,496 1	$24,500 3	$23,000 1	$21,143 7	$19,000 1	$24,292 12	$28,453 2				$18,750 4		$21,906 1				
Political Science / Government	$27,000 1	$23,000 1	$23,750 2		$26,002 2		$23,722 18	$22,462 5		$20,000 1	$27,310 2	$22,800 3		$20,000 1				
Psychology	$19,000 1	$19,667 3	$24,000 6		$23,400 5		$22,964 14	$18,150 2			$31,000 2	$20,400 2					$22,800 1	
Sociology		$20,000 1				$20,000 1	$25,000 2				$22,600 3	$21,500 2						
Social Sciences-Other			$18,250 2		$29,800 2	$22,000 1	$24,883 6	$21,786 7	$20,000 1	$24,000 1	$19,167 3	$23,273 8		$22,500 1				
Aerospace & Aeronautical Engineering													$36,000 1			$33,030 6		$30,430 2
Agricultural Engineering					$26,000 1											$35,500 11	$21,750 1	$34,800 2
Architectural Engineering																$29,737 37 $33,000 $26,000		
Bioengineering & Biomedical Engineering															$34,200 1			
Chemical Engineering							$42,340 5									$38,213 20 $41,000 $35,500	$36,873 21 $40,000 $29,000	$39,650 65 $41,760 $37,500
Civil Engineering			$29,500 1	$39,000 1			$31,333 3									$28,980 255 $34,000 $25,600	$31,682 51 $38,100 $27,000	$35,840 3
Computer Engineering																$39,000 2		$39,000 1

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering					$33,000 1		$31,933 9				$40,000 1	$28,414 4	$28,600 1		$31,000 1	$34,404 80 $38,500 $30,000	$32,000 2	$35,057 111 $38,400 $31,500
Environmental Engineering																	$27,264 1	$38,163 1
Industrial Engineering		$35,200 2	$23,000 1	$37,000 1	$35,000 1	$41,600 1	$33,018 13									$31,500 12	$33,250 3	$33,291 131 $36,060 $28,476
Mechanical Engineering					$36,500 1		$30,375 15					$30,488 2			$33,000 1	$34,724 157 $39,000 $31,000	$31,676 15	$34,837 291 $38,400 $30,800
Metallurgical Engineering																$36,600 3		$33,644 16
Mining Engineering							$30,000 1										$28,170 9	$33,600 1
Nuclear Engineering																$36,000 1	$32,940 5	
Petroleum Engineering																$42,200 3	$43,800 1	$43,150 2
Textile Engineering																		
Engineering Technology		$36,250 1					$28,498 6									$28,866 31 $32,500 $24,000	$31,602 4	$31,089 49 $36,000 $25,000
Industrial Technology				$23,600 2			$26,000 1									$22,520 3		
Agribusiness		$25,000 4	$26,000 1	$22,000 1	$25,000 1	$24,000 1	$25,477 12		$15,680 1									$31,000 2
Animal Sciences		$26,000 1		$27,500 1			$16,000 3											
Plant Sciences							$20,000 1											
Natural Resources									$24,000 1								$16,880 1	
Other Agricultural Sciences		$25,200 1		$25,000 1			$21,833 3											$25,000 1
Computer Science					$35,000 1		$35,350 2	$22,119 2				$22,200 5				$32,250 2	$32,000 1	$33,042 2
Computer Programming																		
Information Sciences & Systems							$45,000 1											
Systems Analysis							$32,496 1											

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer/ Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing/ Industrial
Allied Health																		
Health Sciences							$23,100 3											
Nursing																		
Pharmacy							$35,333 3											
Actuarial																		
Architectural & Environmental Design														$31,434 5				
Biological		$18,000 1					$29,323 6										$16,000 1	$26,000 1
Chemistry						$27,000 2	$28,814 11					$23,533 3					$26,589 5	
Geological				$24,000 1				$21,900 1										$28,000 1
Mathematics (incl. Statistics)									$25,000 1							$35,100 1		
Physics							$35,200 2											
Other Physical & Earth Sciences																	$17,686 1	
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer/ Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing/ Industrial
Nontechnical Curricula	$20,901 45 $27,000 $16,500	$25,460 78 $33,000 $18,500	$23,861 201 $28,500 $20,500	$24,705 50 $31,000 $17,800	$23,816 78 $30,000 $18,000	$24,508 16	$24,314 770 $30,000 $18,000	$22,331 44 $26,000 $17,500	$24,484 57 $30,000 $20,400	$23,378 9	$23,778 32 $32,000 $16,973	$22,571 45 $26,000 $18,000	$28,000 1	$22,734 6	$24,000 1	$19,000 1	$17,400 2	$25,361 9
Technical Curricula		$27,585 10	$26,167 3	$27,713 8	$31,750 6	$29,900 4	$30,019 101 $35,400 $20,000	$22,046 3	$21,560 3		$40,000 1	$25,445 14	$32,300 2	$31,434 5	$34,400 3	$31,791 624 $38,000 $26,084	$31,820 122 $39,468 $25,000	$34,708 682 $39,500 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting	$36,500 1				$25,000 1				$29,000 1	$30,000 1								$18,000 1
Business Administration - incl. Management Science	$37,800 1					$38,400 1		$28,500 2	$40,000 1	$20,776 5	$13,832 1	$20,000 1		$15,984 2				$23,620 3
Distribution Management																		
Economics & Finance (incl. Banking)				$35,000 1	$23,550 2			$35,000 1	$30,700 3	$21,000 1								$32,400 1
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$31,333 3		$43,000 1						$32,000 1									
Marketing / Marketing Management (incl. Research)		$28,000 1							$27,500 2				$25,000 1					$20,667 3
Real Estate																		
Advertising																		
Communications										$19,750 2			$33,360 1					$18,000 1
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		$19,333 3
Special Education																		

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$22,800 2								$17,434 5
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters																		$20,680 2
Visual & Performing Arts					$24,000 1				$33,900 2									
Humanities-Other																		
Criminal Justice										$21,000 1								$12,000 1
History														$24,000 1				$24,000 1
Political Science / Government					$32,500 2									$14,500 1				
Psychology					$25,000 1				$23,800 1	$17,000 1			$28,947 3	$16,000 1		$17,500 1		$18,375 17
Sociology													$17,500 1					$13,000 1
Social Sciences-Other										$20,000 1			$12,100 1					$20,693 4
Aerospace & Aeronautical Engineering	$33,500 1	$33,450 1	$32,300 2	$27,336 1	$36,167 3	$30,828 14	$32,110 2	$32,088 12	$31,590 28 $36,000 $28,000									
Agricultural Engineering					$32,500 1	$33,000 1		$31,137 12	$28,719 4									
Architectural Engineering					$30,000 1			$34,773 4	$27,214 7									
Bioengineering & Biomedical Engineering					$28,000 1				$30,880 5			$22,360 1						
Chemical Engineering	$38,023 11	$37,229 7	$41,100 1	$35,000 1	$39,517 56 $41,500 $37,500		$39,621 564 $42,000 $37,000	$38,170 43 $41,000 $33,996	$38,375 137 $41,500 $35,000									
Civil Engineering	$33,000 2	$32,115 3			$28,250 2	$26,947 5	$36,720 1	$29,845 93 $35,000 $25,500	$29,396 129 $34,000 $25,500					$37,200 1				
Computer Engineering	$31,048 57 $36,000 $27,000		$34,253 35 $36,816 $31,500	$35,816 9	$32,404 4	$31,500 1		$33,275 6	$34,783 33 $36,650 $31,500									

	ENGINEERING									HEALTH CARE								
Curriculum - Continued	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	**$33,884 53** $38,400 $30,000	**$34,118 87** $36,240 $30,000	**$33,566 37** $37,500 $28,500	**$34,409 75** $37,000 $30,000	**$33,847 35** $38,200 $28,476	**$34,231 31** $36,300 $31,008	**$36,504 12**	**$34,724 152** $38,500 $29,500	**$33,748 353** $37,800 $28,476					**$36,833 3**				
Environmental Engineering									**$31,643 7**									
Industrial Engineering	**$33,740 9**	**$34,080 1**			**$32,400 1**		**$32,750 4**	**$33,798 32** $35,500 $31,500	**$32,617 112** $36,564 $27,252									
Mechanical Engineering	**$32,065 14**	**$33,820 26** $35,580 $32,300	**$34,750 2**	**$33,966 7**	**$35,347 36** $39,000 $30,000	**$32,396 17**	**$36,709 39** $39,900 $34,000	**$35,170 294** $39,600 $30,000	**$34,264 358** $38,400 $29,430			**$35,000 1**						**$34,500 1**
Metallurgical Engineering		**$38,400 1**			**$35,100 2**		**$33,333 3**	**$31,874 13**	**$34,002 9**									
Mining Engineering							**$33,757 3**	**$34,277 9**	**$33,333 3**									
Nuclear Engineering		**$35,616 9**		**$33,600 1**		**$22,996 1**	**$37,500 1**	**$33,698 4**	**$36,128 17**									
Petroleum Engineering					**$36,400 2**		**$39,752 16**	**$42,199 22** $44,000 $40,000	**$36,960 5**									
Textile Engineering								**$33,800 6**										
Engineering Technology	**$31,800 1**	**$32,899 8**	**$29,750 2**	**$31,750 10**	**$34,200 2**	**$27,981 10**	**$31,436 5**	**$32,656 41** $36,000 $30,000	**$30,921 42** $35,400 $26,500				**$35,000 1**					
Industrial Technology				**$18,720 1**				**$33,000 1**	**$30,590 4**									
Agribusiness						**$22,000 1**												
Animal Sciences																		**$15,980 2**
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences					**$18,000 1**				**$37,500 1**						**$30,000 1**			
Computer Science	**$31,275 16**	**$31,200 1**	**$33,228 72** $38,000 $28,000	**$32,340 5**	**$31,500 4**	**$31,004 2**	**$32,600 1**	**$34,900 1**	**$32,938 36** $36,200 $27,960									
Computer Programming			**$35,327 15**	**$35,600 1**	**$34,200 1**				**$30,833 3**									
Information Sciences & Systems	**$34,507 1**		**$30,167 3**	**$28,000 1**					**$26,000 2**									
Systems Analysis	**$28,000 2**							**$40,000 1**										

Continued . . .	ENGINEERING									HEALTH CARE								
	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health										$38,500 1		$24,984 8	$30,000 1	$30,668 19		$34,750 8		$32,958 28 $42,000 $26,863
Health Sciences										$22,100 3		$22,625 4	$39,000 2	$33,076 6		$25,000 1		$20,870 9
Nursing										$37,850 2			$32,531 225 $39,000 $25,000					
Pharmacy												$40,000 1			$41,447 68 $45,026 $35,360			
Actuarial																		
Architectural & Environmental Design					$27,300 1			$30,600 3					$27,200 1					
Biological					$13,603 1	$24,000 1	$20,000 1		$30,000 1			$19,280 2				$15,000 2		$24,452 5
Chemistry			$41,400 1		$30,227 10	$27,952 6	$25,250 3	$40,800 1	$33,100 2			$23,000 1			$20,000 1			
Geological								$31,750 4	$28,600 2									
Mathematics (incl. Statistics)	$32,533 3		$35,573 4			$28,200 1			$30,013 1									
Physics								$28,000 1	$30,660 4									
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science							$40,600 1	$32,104 5										

BACHELOR'S SUMMARY

	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$33,660 5	$28,000 1	$43,000 1	$35,000 1	$26,586 7	$[illegible]8,400 1		$30,667 3	$30,882 11	$21,284 14	$13,832 1	$20,000 1	$24,971 7	$17,294 5		$17,500 1		$19,347 43 $25,000 $14,000
Technical Curricula	$32,683 170 $38,000 $27,300	$34,204 144 $36,500 $31,200	$33,747 174 $38,400 $28,000	$33,912 112 $37,000 $28,800	$35,490 164 $40,500 $28,476	$31,313 91 $36,000 $25,000	$39,099 656 $42,000 $35,500	$34,339 760 $40,000 $28,000	$33,636 1305 $39,000 $27,960	$30,083 6		$24,961 18	$32,564 230 $39,000 $25,000	$32,029 29 $35,000 $28,000	$40,977 70 $45,026 $33,280	$30,273 11		$28,875 45 $37,770 $16,600

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting	$22,000 1				$26,399 6	$28,500 2	$29,375 4		$18,000 1		$30,165 17	$35,000 1	$24,117 30 $28,500 $19,700					
Business Administration - incl. Management Science	$21,763 1	$20,000 1	$18,000 1	$19,464 1	$28,584 14	$30,826 13	$34,114 20 $39,000 $29,280		$23,500 2		$29,200 59 $33,000 $25,500	$23,702 20 $30,000 $17,800	$22,391 296 $28,800 $17,000		$21,000 4	$21,500 2		$23,492 10
Distribution Management													$24,000 1					
Economics & Finance (incl. Banking)	$22,283 3	$19,300 1	$30,000 1	$20,364 1	$27,072 9	$28,179 14	$29,643 7	$33,000 2	$15,000 1		$29,250 90 $34,000 $26,000	$27,600 7	$24,462 134 $30,600 $19,000	$20,175 3		$34,750 5		$27,250 4
Hotel / Restaurant Management	$22,700 1										$25,633 6		$20,770 94 $25,000 $17,000			$27,180 1		
Human Resources (incl. Labor Relations)	$14,000 1			$25,000 1	$22,000 1						$32,000 1	$26,514 15	$22,430 10			$14,000 1	$25,000 1	$25,000 2
Management Information Systems					$28,460 55 $32,400 $23,916	$28,627 71 $32,000 $24,000	$30,587 37 $34,320 $26,000				$30,273 26 $32,500 $29,000		$24,113 12	$35,000 1				
Marketing / Marketing Management (incl. Research)		$12,000 1	$21,800 5		$25,500 2	$27,500 1	$26,500 2				$28,322 9	$21,944 7	$22,463 220 $26,500 $18,000			$23,800 1		
Real Estate																		
Advertising													$23,000 2					
Communications	$20,800 1	$14,396 2	$18,950 4	$18,000 1								$16,813 3	$21,533 35 $28,000 $16,640					$20,895 5
Journalism	$17,750 2	$19,600 1	$17,000 2			$25,000 1						$23,333 3	$21,985 11			$20,000 1		
Telecommunications / Broadcasting									$20,000 1		$34,300 1		$21,250 2					
Elementary Education							$20,000 1				$20,200 1		$20,333 3					$20,371 197 $25,000 $14,700
Pre-Elementary Education				$19,218 1														$16,794 14
Physical Education				$15,500 1									$20,750 2					$23,468 16
Special Education		$21,453 1																$21,859 31 $25,620 $17,500

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology	$21,367 3	$18,500 1		$21,469 4					$19,000 1				$20,643 7					$13,633 3
Textiles & Clothing													$23,410 10					
Merchandising Management													$20,844 16					
Foreign Languages		$28,000 1	$28,000 1	$15,000 1		$18,000 1							$27,375 4			$16,000 1		$22,369 19
Letters	$16,267 3	$19,875 4	$18,500 1								$28,844 6		$22,492 25 $26,000 $19,500		$21,983 6			$20,446 27 $26,500 $15,000
Visual & Performing Arts			$31,000 1									$15,500 2						$21,437 30 $26,200 $16,000
Humanities-Other	$13,500 1	$19,074 2			$30,000 1			$22,500 1				$35,400 4	$22,725 13					$22,209 6
Criminal Justice	$21,600 1			$15,383 6									$24,960 1		$15,220 2			
History	$20,288 5	$22,000 2				$25,000 2	$26,000 1				$31,000 2		$23,773 11					$20,269 14
Political Science / Government	$21,000 2	$17,000 2	$14,000 1	$17,460 5	$21,240 2				$20,000 1		$30,250 4	$20,600 3	$22,018 28 $26,000 $18,000		$20,792 11	$17,167 3		$24,374 2
Psychology	$20,750 11	$17,270 27 $21,000 $13,520	$17,500 2	$16,625 10	$20,000 1						$24,633 3	$27,750 2	$21,120 18			$29,400 1	$22,814 2	$18,300 5
Sociology	$16,010 4	$14,795 4	$12,000 1	$18,663 9								$18,000 2	$23,667 9		$21,000 1			$12,000 1
Social Sciences-Other	$18,431 9	$19,475 10		$18,067 17					$15,800 1		$30,500 4	$17,000 1	$23,625 8			$23,000 1	$18,919 1	$23,456 28 $26,813 $19,041
Aerospace & Aeronautical Engineering							$33,860 2				$30,480 5							
Agricultural Engineering									$22,000 2									
Architectural Engineering										$26,167 6								$18,875 1
Bioengineering & Biomedical Engineering																		
Chemical Engineering					$40,000 1						$35,310 6						$40,750 2	
Civil Engineering						$33,000 1	$36,000 1		$27,332 1		$29,617 22 $32,500 $27,600						$31,200 1	
Computer Engineering					$32,789 14	$31,000 1	$35,487 12				$31,818 17	$30,000 1						

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee	Mathematician Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$29,700 5	$32,400 8	$31,208 6				$31,852 29 $35,700 $29,000		$34,902 5				$31,050 2	$20,700 1
Environmental Engineering											$29,000 1							
Industrial Engineering					$28,000 1	$31,643 7	$34,420 5				$30,981 57 $35,700 $28,000		$32,441 14					
Mechanical Engineering					$31,000 1	$31,000 1	$31,867 3			$30,000 1	$32,236 26 $35,280 $30,000		$33,858 12				$30,000 1	
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering											$33,000 1							
Petroleum Engineering																		
Textile Engineering													$28,000 2					
Engineering Technology					$25,500 2		$32,652 5			$23,600 3	$33,100 5		$29,328 7					
Industrial Technology													$28,200 2					
Agribusiness			$26,000 1		$28,750 2				$22,237 19		$28,000 1		$22,708 12					$26,000 1
Animal Sciences									$20,305 8				$20,367 3				$28,000 1	$19,500 1
Plant Sciences			$36,500 1						$22,750 2				$19,500 1					
Natural Resources									$22,584 10		$28,000 1	$21,000 1		$21,906 1				
Other Agricultural Sciences				$11,000 1					$21,230 14			$28,000 1	$23,919 14				$25,000 1	$20,300 3
Computer Science					$30,670 233 $36,000 $25,000	$30,290 57 $35,755 $25,000	$31,611 122 $36,000 $26,000				$30,725 33 $32,500 $29,000	$32,000 1	$27,667 3			$20,000 1		$25,680 1
Computer Programming					$27,984 19	$26,420 5	$35,500 2				$31,000 2		$21,000 1					
Information Sciences & Systems					$28,340 25 $31,000 $24,000	$28,612 16	$31,053 13				$29,685 14							
Systems Analysis					$25,000 1		$29,613 7				$32,000 1							

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health																		
Health Sciences													$16,700 1					$26,813 1
Nursing																		$45,547 1
Pharmacy																		
Actuarial								$31,603 18			$36,500 2							
Architectural & Environmental Design									$17,600 1	$22,952 13	$21,500 2							
Biological	$17,840 4								$20,567 3		$24,900 2	$26,000 1	$14,624 3				$24,167 3	$20,372 2
Chemistry	$31,000 2								$29,500 1		$30,000 1		$30,800 1				$26,720 12	$18,890 2
Geological						$18,000 1			$18,600 1		$22,141 4							
Mathematics (incl. Statistics)					$28,949 13	$28,014 7	$32,657 3	$31,029 18			$31,597 33 $37,000 $29,000		$27,500 2	$25,270 20 $31,500 $19,000				$22,909 21 $26,813 $19,000
Physics		$13,000 1			$26,553 2						$33,000 1	$31,400 1					$22,800 1	$16,500 1
Other Physical & Earth Sciences									$23,000 1		$27,000 1							$21,311 1
Polymer Science																		
Textile Science													$30,194 24 $33,000 $27,800					

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$19,453 49 $24,000 $14,040	$18,059 60 $25,000 $12,000	$20,265 20 $28,000 $14,000	$17,920 58 $22,500 $13,250	$27,835 91 $32,400 $22,500	$28,621 105 $33,000 $24,000	$31,084 72 $37,500 $25,000	$29,500 3	$19,350 8		$29,268 229 $33,000 $25,500	$24,527 70 $33,000 $17,500	$22,567 1002 $28,500 $17,600	$23,881 4	$20,669 24 $22,800 $18,000	$24,802 17	$22,387 4	$20,983 414 $26,200 $15,000
Technical Curricula	$22,227 6	$13,000 1	$31,250 2	$11,000 1	$30,267 319 $36,000 $24,000	$29,868 104 $35,000 $24,000	$31,952 181 $36,900 $26,000	$31,316 36 $35,500 $25,125	$21,829 63 $28,000 $17,000	$24,181 23 $29,000 $20,000	$31,006 267 $35,400 $28,000	$28,067 6	$28,184 107 $34,500 $19,500	$25,110 21 $31,500 $20,000		$20,000 1	$28,073 24 $32,700 $23,000	$22,742 37 $26,813 $18,000

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991		Percentiles	
	July 1992	July 1992	September 1991		90th	50th	10th
BUSINESS							
Accounting	**168**	**$30,910**	$30,996	-0.3%	$36,000	$30,800	$27,000
MBA-Nontechnical undergraduate							
1 year or less experience	**291**	**36,096**	35,241	2.4	48,000	34,000	26,000
1 to 2 years experience	**179**	**47,281**	42,877	10.3	60,000	48,500	31,500
2 to 4 years experience	**290**	**51,333**	47,243	8.7	65,000	52,000	37,000
Over 4 years experience	**293**	**52,372**	50,412	3.9	65,000	53,000	36,500
MBA-Technical undergraduate degree							
1 year or less experience	**83**	**40,195**	38,582	4.2	50,000	40,000	30,000
1 to 2 years experience	**67**	**48,902**	45,921	6.5	60,000	52,000	30,500
2 to 4 years experience	**185**	**56,614**	51,034	10.9	70,000	55,000	47,000
Over 4 years experience	**188**	**55,966**	54,219	3.2	70,000	55,000	43,000
MS-Business	**10**	**41,280**	40,047	*	*	*	*
Economics & Finance	**54**	**37,075**	41,466	-10.6	52,000	36,000	27,000
Labor/Industrial Relations (incl. Human Resources)	**16**	**31,365**	38,573	*	*	*	*
Management Information Systems	**11**	**35,407**	36,150	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	**22**	**39,691**	43,182	-8.1	48,000	43,150	27,000
COMMUNICATIONS							
Advertising	**+**	**+**	31,200				
Communications	**3**	**25,333**	26,524	*	*	*	*
Journalism	**4**	**23,335**	24,500	*	*	*	*
EDUCATION							
Education Administration	**12**	**29,762**	24,303	*	*	*	*
Elementary Education	**22**	**26,325**	23,657	11.3	29,000	27,400	23,000
Physical Education	**2**	**29,854**	23,286	*	*	*	*
Reading Education	**2**	**28,100**	25,611	*	*	*	*
Special Education	**10**	**24,648**	24,141	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Humanities	**12**	**25,678**	N/A	N/A	*	*	*
Psychology	**14**	**25,013**	23,657	*	*	*	*
Social Sciences	**9**	**23,056**	N/A	N/A	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**21**	**38,296**	36,195	5.8	41,000	37,200	35,500
Agricultural	**7**	**37,997**	32,225	*	*	*	*
Bioengineering & Biomedical	**5**	**34,920**	32,238	*	*	*	*
Chemical	**42**	**40,725**	40,457	0.7	45,000	40,950	36,500
Civil	**85**	**34,446**	34,551	-0.3	41,400	33,408	28,800
Computer	**43**	**39,813**	38,348	3.8	44,000	40,000	35,000
Electrical	**218**	**40,515**	38,804	4.4	45,000	40,530	35,000
Industrial	**45**	**39,171**	36,121	8.4	42,500	38,800	34,835
Mechanical	**167**	**38,873**	38,114	2.0	43,500	39,000	34,835
Metallurgical	**12**	**37,427**	39,105	*	*	*	*
Mining	**1**	**30,000**	35,007	*	*	*	*
Nuclear	**11**	**37,487**	38,086	*	*	*	*
Petroleum	**4**	**43,600**	43,608	*	*	*	*
HEALTH SCIENCES							
Allied Health	**6**	**22,545**	28,586	*	*	*	*
Health Sciences	**13**	**25,720**	25,901	*	*	*	*
Nursing	**+**	**+**	49,000				

Continued . . .

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	July 1992	July 1992	September 1991		90th	50th	10th
Continued . . .							
SCIENCES							
Agricultural & Natural Resources	2	**$25,002**	$28,702	*	*	*	*
Architectural & Environmental Design	2	**30,830**	26,127	*	*	*	*
Biological	5	**23,080**	22,384	*	*	*	*
Chemistry	10	**33,650**	33,575	*	*	*	*
Computer Science	144	**40,163**	37,894	6.0 %	$46,224	$40,720	$34,000
Geological (incl. Geophysics)	19	**36,474**	36,824	*	*	*	*
Mathematics	12	**32,680**	30,061	*	*	*	*
Physics	4	**31,626**	35,207	*	*	*	*
Polymer	+	+	34,980				
	2,825						

Doctoral Candidates

BUSINESS							
Business Administration & Management	1	**$45,000**	N/A	N/A	*	*	*
Computer & Information Sciences	5	**60,193**	$58,300	*	*	*	*
Economics & Finance	1	**46,000**	43,000	*	*	*	*
EDUCATION							
Education Administration	8	**45,000**	43,780	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	1	**35,600**	43,600	*	*	*	*
Foreign Languages	3	**26,367**	36,870	*	*	*	*
Humanities	1	**28,000**	N/A	N/A	*	*	*
Psychology	1	**27,000**	42,409	*	*	*	*
Sociology	+	+	40,000				
Social Sciences	1	**40,000**	30,000	*	*	*	*
ENGINEERING							
Aerospace	8	**53,380**	52,428	*	*	*	*
Chemical	42	**53,761**	52,992	1.5%	$58,000	$55,000	$49,200
Civil	3	**41,003**	43,060	*	*	*	*
Computer	5	**60,480**	56,584	*	*	*	*
Electrical	49	**56,947**	54,612	4.3	65,520	57,500	50,000
Industrial	+	+	54,000				
Mechanical	18	**51,103**	46,866	*	*	*	*
Metallurgical	25	**49,434**	49,315	0.2	55,000	50,000	45,000
SCIENCES							
Agricultural & Natural Resources	3	**38,583**	43,638	*	*	*	*
Biological	1	**52,000**	31,800	*	*	*	*
Chemistry	54	**50,870**	47,911	6.2	56,000	51,908	44,000
Geology & Geological Sciences	9	**52,060**	48,205	*	*	*	*
Mathematics	3	**47,533**	41,146	*	*	*	*
Physics	9	**41,067**	39,913	*	*	*	*
Polymer	2	**52,200**	48,667	*	*	*	*
	253						

N/A - No historic data available

* Not computed for fewer than 20 offers

+ No offers reported

1991-92 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Fordham Univ. - Lincoln Center
Franklin Pierce College
Husson College
Iona College
Ithaca College
The King's College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Inst.

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Rutgers Univ.-Graduate School of Management
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota-Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3540-2

A study of 1991-1992 beginning offers

CPC Salary Survey

September 1992

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The downward trend in the job market for new college graduates has now spanned two years, and the outlook for the coming year is uncertain. While analysts contend that the number of new jobs will grow faster than job losses, they also believe lean work forces will continue to be the trend.

The slow pace of the economic recovery is predicted to set the stage for long, sustainable growth, but this year's graduates found themselves in a buyer's market. Most types of employers stayed with lean work forces; as a result, most were able to keep their starting salary offers in line with inflation rates.

Healthcare Fields

Among the exceptions to the rule were graduates in the healthcare fields—they saw respectable increases in their average offers. Nursing graduates' average starting salary offer rose 7.2 percent over the year to $31,732. Allied health graduates also gained, posting a 3.8 percent increase for an average of $30,555.

Engineering Disciplines

Last year, thanks to a boom in domestic oil production, the petroleum industry accounted for 9.4 percent of the total job offers reported to *Salary Survey* for new college graduates. That percentage fell to 4.2 percent for 1991-92. Starting salary offers to petroleum engineering graduates, however, continue to outpace inflation, posting an increase of 4.6 percent averaging $40,679.

Starting salary offers to chemical engineering graduates also outpaced inflation, increasing 4.6 percent since last September to an average of $39,203. This year, the chemical and allied products industry reported more job offers to *Salary Survey* for technical graduates than any other industry. In terms of all graduates, however, the percentage of job offers from this industry fell slightly from 5.5 percent last year to 4.9 percent this year.

Starting salary offers to electrical and mechanical engineers increased only slightly since last year, reflecting a surplus of these graduates. Electrical engineers received an average starting salary offer of $33,754, a 1.7 percent increase, while mechanical engineers averaged $34,462, an increase of 1.4 percent.

The percentage of job offers reported to *Salary Survey* for new college graduates from aerospace employers has been declining over several years. In the 1989-90 *Salary Survey*, aerospace represented 4.2 percent of all offers reported; that fell to 2.4 percent in 1990-91 and to 1.6 percent this year. The average starting salary to aerospace engineers, however, gained 3.8 percent for an average of $31,826. However, just half of the offers to these graduates came from aerospace employers, and the average offer from these employers was $31,535. Most of the remaining offers to aerospace engineers came from other manufacturers at an average starting salary of $32,904.

Although the increase in environmental and infrastructure concerns means a bright future for civil engineers, starting salary offers to these graduates are slightly lower than last September's figures, now averaging $29,376. One reason for the dip is an increase in the percentage of offers from state and local government offices. These employers, who generally pay lower salaries than other employers, accounted for 27 percent of the job offers to civil engineers, up from 24 percent last year.

Humanities/Social Science Graduates

Humanities and social science graduates were also among those who saw little movement in their starting salary offers. Starting salary offers reported for humanities graduates were 2.7 percent lower than last year's for an average of $22,941. Social sciences graduates received starting salary offers only slightly higher than last September's for an average of $21,623.

Business Disciplines

Business graduates at the bachelor's-degree level neither gained nor lost much ground in their average starting salaries. The largest increase, 2 percent, went to accounting graduates for an average offer of $27,179. Both business administration and economics and finance graduates posted 1.2 percent increases, averaging $24,305 and $26,122, respectively. Starting salary offers for human resources graduates decreased by 1.6 percent for an average of $23,427.

M.B.A. graduates with technical undergraduate degrees fared better than their nontechnical counterparts. Average starting salary offers to inexperienced M.B.A.s with technical undergraduate degrees increased 7.1 percent to $41,313, while M.B.A.s with nontechnical undergraduate degrees and no experience received starting salary offers 1.4 percent higher than last year averaging $35,734.

The September 1992 *CPC Salary Survey* contains information received during the period of September 1, 1991 to August 14, 1992. Its data are compiled from offers extended to students graduating between September 1, 1991 and August 31, 1992. Participating in the *Salary Survey* are 433 career services offices at colleges and universities across the United States. The report is available to CPC members and *Salary Survey* subscribers, who may order additional copies at $4 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 433 career planning and placement offices of colleges and universities across the United States. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non- profit and educational institutions. The figures reported are for base salaries only and do not include bonuses, fringe benefits, or overtime rates. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September. The offers reported in the ***Survey*** are a representative sample of actual job offers made to new college graduates during the recruiting year and **do not imply all job offers made** to all college graduates.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students and, consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	September 1992	September 1992	September 1991		90th	50th	10th
BUSINESS							
Accounting	3,358	$27,179	$26,642	2.0%	$31,000	$28,000	$22,000
Business Administration (incl. Management Science)	1,299	24,305	24,019	1.2	31,000	24,000	17,250
Distribution Management	19	22,931	27,081	*	*	*	*
Economics & Finance (incl. Banking)	1,367	26,122	25,819	1.2	32,000	26,000	19,500
Hotel/Restaurant Management	139	21,063	21,220	-0.7	25,000	21,000	17,000
Human Resources (incl. Labor Relations)	89	23,427	23,812	-1.6	30,000	23,500	16,874
Management Information Systems	308	28,519	28,237	1.0	33,600	29,000	23,000
Marketing/Marketing Management (incl. Research)	1,127	23,914	23,713	0.8	30,000	23,500	18,000
Real Estate	7	21,046	21,693	*	*	*	*
COMMUNICATIONS							
Advertising	72	21,160	21,490	-1.5	26,000	21,000	16,000
Communications	308	21,262	21,852	-2.7	28,000	21,000	15,000
Journalism	140	19,851	19,821	0.2	26,000	19,000	14,400
Telecommunications/Broadcasting	53	21,572	22,321	-3.4	27,600	22,000	14,000
EDUCATION							
Elementary Education	448	20,689	19,439	6.4	26,000	21,000	15,000
Pre-Elementary Education	19	17,371	16,724	*	*	*	*
Physical Education	42	21,994	20,137	9.2	26,200	21,700	17,500
Special Education	76	21,372	21,536	-0.8	26,000	21,050	17,000
HOME ECONOMICS							
Human Ecology	45	19,181	20,628	-7.0	23,000	19,000	14,000
Textiles & Clothing	99	22,279	20,940	6.4	25,000	22,000	18,200
Merchandising Management	50	19,811	20,967	-5.5	23,004	20,002	15,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	56	22,995	21,526	6.8	28,680	21,850	17,000
Letters	192	22,190	21,937	1.2	29,500	21,100	16,000
Visual & Performing Arts	114	21,138	19,913	6.2	28,300	20,000	15,100
Humanities-Other	77	22,941	23,567	-2.7	30,000	23,814	15,600
Criminal Justice	48	19,851	22,280	-10.9	27,000	20,000	14,000
History	102	22,838	23,441	-2.6	28,500	22,000	17,900
Political Science/Government	157	23,042	23,252	-0.9	30,000	22,200	17,900
Psychology	224	20,180	20,541	-1.8	28,000	19,625	14,000
Sociology	85	21,015	20,341	3.3	27,000	21,500	14,040
Social Sciences-Other	201	21,623	21,375	1.2	29,000	21,000	15,080
ENGINEERING							
Aerospace & Aeronautical	117	31,826	30,667	3.8	36,000	31,900	28,000
Agricultural	42	31,464	30,249	4.0	36,700	32,450	27,000
Architectural	63	29,211	30,396	-3.9	33,000	29,000	25,000
Bioengineering & Biomedical	11	30,769	30,391	*	*	*	*
Chemical	1,213	39,203	37,492	4.6	41,800	39,800	36,000
Civil	792	29,376	29,658	-1.0	34,800	28,725	25,500

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	September 1992	September 1992	September 1991		90th	50th	10th
Continued . . .							
Computer	291	**$32,848**	$32,280	1.8 %	$37,000	$33,500	$28,000
Electrical	1,524	**33,754**	33,190	1.7	38,000	34,400	28,500
Environmental	15	**31,111**	27,317	*	*	*	*
Industrial	602	**32,348**	32,131	0.7	36,060	32,500	28,000
Mechanical	1,757	**34,462**	33,999	1.4	39,000	34,992	30,000
Metallurgical	60	**33,502**	33,314	0.6	37,000	34,000	28,600
Mining	31	**31,177**	31,738	-1.8	35,775	32,760	25,000
Nuclear	45	**34,447**	32,175	7.1	38,500	34,800	31,000
Petroleum	65	**40,679**	38,882	4.6	44,000	42,200	35,000
Textile	8	**32,350**	+	*	*	*	*
Engineering Technology	304	**31,051**	30,098	3.2	36,240	31,975	24,000
Industrial Technology	19	**26,986**	28,403	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	86	**23,414**	23,552	-0.6	30,000	24,000	18,000
Animal Sciences	30	**20,189**	21,851	-7.6	27,500	19,500	15,000
Plant Sciences	9	**22,150**	21,459	*	*	*	*
Natural Resources	17	**21,786**	21,342	*	*	*	*
Other Agricultural Sciences	59	**22,388**	23,694	-5.5	28,500	21,600	16,900
COMPUTER SCIENCES							
Computer Science	918	**30,523**	30,696	-0.6	36,000	31,000	24,000
Computer Programming	52	**30,885**	27,111	13.9	36,500	31,750	24,000
Information Sciences & Systems	94	**28,990**	29,218	-0.8	33,600	29,793	22,000
Systems Analysis	14	**29,913**	27,521	*	*	*	*
HEALTH SCIENCES							
Allied Health	90	**30,555**	29,443	3.8	36,000	30,397	24,460
Health Sciences	44	**23,559**	21,861	7.8	34,000	22,000	16,600
Nursing	336	**31,732**	29,596	7.2	39,000	31,000	25,000
Pharmacy [1]	141	**41,567**	39,533	5.1	48,600	42,000	33,280
SCIENCES							
Actuarial	22	**31,830**	31,392	1.4	36,000	34,500	26,000
Architectural & Environmental Design	44	**23,570**	26,017	-9.4	30,600	22,000	17,600
Biological	71	**21,851**	21,917	-0.3	31,000	21,000	14,000
Chemistry	78	**27,557**	26,836	2.7	33,192	27,072	20,000
Geological	16	**25,704**	28,463	*	*	*	*
Mathematics (incl. Statistics)	195	**28,434**	27,370	3.9	35,100	29,000	19,100
Physics	18	**29,019**	29,227	*	*	*	*
Other Physical and Earth Sciences	10	**23,384**	24,140	*	*	*	*
Textile Science	30	**30,859**	N/A	*	33,000	30,500	27,800
	19,654						

N/A - No historic data available

* Not computed for fewer than 20 offers

+ No offers reported

[1] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	September 1992	September 1992	September 1991		90th	50th	10th
FINANCE							
Accounting (Public)	2,585	**$27,762**	$27,246	1.9%	$31,000	$28,000	$24,000
Accounting (Private)	786	**25,588**	25,049	2.2	30,360	26,215	19,000
Commercial Banking (Consumer)	197	**22,255**	22,408	-0.7	29,000	23,000	15,500
Commercial Banking (Lending)	180	**24,712**	23,638	4.5	30,000	25,000	19,000
Investment Banking (Corporate Finance)	67	**28,605**	29,245	-2.2	36,000	28,500	20,000
Investment Banking (Mergers & Acquisitions)	4	**31,375**	28,493	*	*	*	*
Investment Banking (Real Estate)	13	**27,977**	22,428	*	*	*	*
Investment Banking (Sales & Trading)	39	**25,552**	24,270	5.3	31,000	25,000	20,000
Financial/Treasury Analysis	417	**27,695**	27,184	1.9	33,000	28,000	20,400
Portfolio Management/Brokerage	88	**23,398**	24,872	-5.9	30,000	23,500	17,000
Insurance (Underwriting)	130	**24,297**	24,681	-1.6	28,800	25,000	19,800
Insurance (Claims)	117	**23,154**	23,149	0.0	28,000	23,160	17,000
COMMUNICATIONS							
Design/Graphic Arts	57	**18,810**	21,100	-10.9	25,000	17,000	14,360
Media Planning	31	**21,009**	21,065	-0.3	29,000	18,996	16,000
Reporting	43	**16,745**	17,540	-4.5	21,000	16,000	12,000
Production	63	**20,819**	26,403	-21.1	30,050	18,000	15,000
Public Relations	93	**20,880**	20,912	-0.2	27,600	20,000	15,000
Writing/Editing	56	**23,090**	20,711	11.5	33,885	20,000	16,000
MARKETING							
Advertising	66	**20,422**	20,815	-1.9	27,000	20,000	15,000
Brand/Product Management	119	**25,662**	24,918	3.0	35,000	25,000	19,000
Buyer/Merchandising	273	**23,578**	23,542	0.2	28,500	23,000	20,000
Distribution	72	**24,364**	25,157	-3.2	30,900	24,000	17,800
Market Research	117	**24,561**	24,769	-0.8	32,000	25,000	18,000
Purchasing	38	**26,364**	27,736	-4.9	34,600	25,000	20,000
Sales	1,200	**24,841**	25,205	-1.4	32,850	25,000	17,400
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	67	**22,054**	21,632	2.0	26,200	21,900	17,000
Finance, Taxation, Monetary Policy	111	**24,193**	23,036	5.0	29,000	24,000	20,245
Economic Programs	12	**22,026**	21,751	*	*	*	*
Law Enforcement	56	**23,194**	23,325	-0.6	30,000	23,654	16,973
Military	104	**24,634**	24,240	1.6	32,000	24,000	19,000
National Security	5	**27,874**	21,877	*	*	*	*
Urban/Regional Planning	21	**25,314**	23,655	7.0	30,168	26,000	20,000
ENGINEERING							
Bioengineering	4	**31,800**	35,064	*	*	*	*
Design/Construct	803	**31,374**	31,005	1.2	37,500	31,200	25,750
Environmental/Sanitation	161	**31,200**	30,725	1.5	39,000	30,500	24,600
Manufacturing/Industrial	952	**34,529**	33,731	2.4	39,500	35,000	30,000
Systems/Programming	243	**32,385**	32,363	0.1	37,500	33,000	27,000
Power Systems	190	**34,043**	33,228	2.5	36,500	34,200	31,050
Software Design & Development	257	**33,536**	32,687	2.6	38,000	34,200	28,000
Hardware Design & Development	139	**34,108**	34,133	-0.1	37,200	34,500	28,400
Research & Development	238	**35,434**	34,319	3.2	40,500	36,000	28,000
Testing	106	**31,149**	30,889	0.8	36,000	32,000	24,720
Process Engineering	832	**39,071**	37,659	3.7	42,000	39,600	35,500
Project Engineering	932	**34,319**	33,960	1.1	40,000	34,700	28,000
Other Engineering	1,876	**33,361**	32,851	1.6	39,000	34,000	27,500
HEALTH CARE							
Administrative	29	**23,148**	23,673	-2.2	30,000	22,000	17,000
Industrial Hygiene	3	**19,444**	29,053	*	*	*	*
Medical Technology	27	**24,586**	24,888	-1.2	30,000	23,980	20,000
Nursing / Personal Care	344	**31,538**	29,486	7.0	38,500	31,000	25,000

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

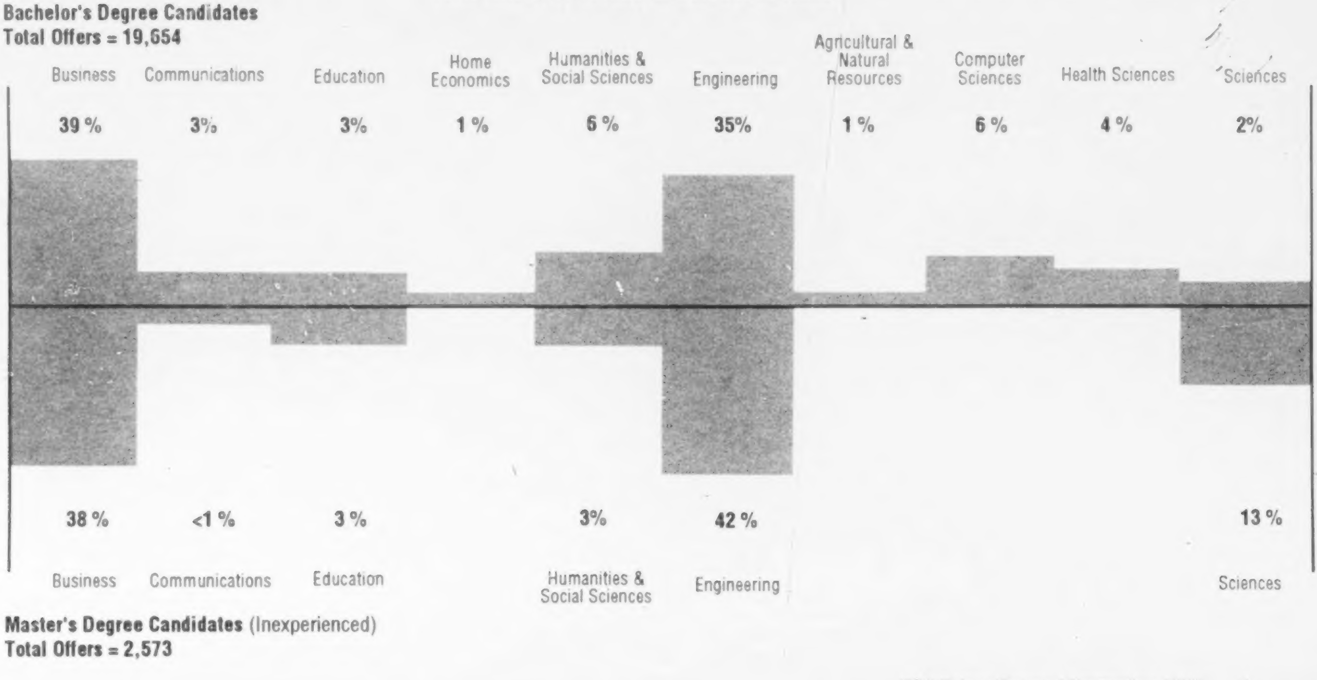
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	September 1992	September 1992	September 1991		90th	50th	10th
Continued . . .							
Occupational Therapy	43	**$29,845**	$29,291	1.9 %	$35,000	$30,000	$26,000
Pharmacist	136	**41,691**	39,389	5.8	48,600	42,030	33,280
Physical Therapy	23	**27,819**	29,990	-7.2	34,000	32,000	16,000
Respiratory Therapy	+	+	32,651				
Other Health Related	115	**23,130**	25,753	-10.2	34,500	21,490	14,000
SOCIAL SERVICES							
Administration	73	**19,542**	20,452	-4.5	24,000	19,200	14,400
Counseling	90	**17,791**	17,382	2.4	23,000	17,192	12,000
Fundraising/Development	23	**20,926**	19,840	5.5	28,000	19,000	14,000
Social Work	95	**18,025**	17,455	3.3	23,000	18,000	13,500
COMPUTER SCIENCE							
Computer Programming	624	**29,330**	28,762	2.0	35,040	29,871	23,000
Information Systems	281	**29,169**	29,740	-1.9	34,992	29,400	22,500
Computer Systems Analyst	348	**30,932**	30,442	1.6	36,060	31,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	52	**30,265**	31,759	-4.7	35,500	31,292	22,500
Agricultural/Natural Resources	90	**21,286**	21,518	-1.1	27,332	20,950	16,800
Architecture	29	**23,392**	25,879	-9.6	30,000	22,000	20,000
Consulting	606	**30,168**	29,007	4.0	34,680	30,000	26,000
Human Resources/Industrial Relations	121	**24,891**	23,531	5.8	33,000	24,000	17,500
Management Trainee	1,569	**22,928**	22,726	0.9	29,500	23,000	18,000
Mathematician/Statistician	29	**25,373**	24,606	3.1	32,000	24,500	19,000
Paralegal	34	**20,693**	21,251	-2.6	24,000	21,550	17,000
Research (Nontechnical)	27	**25,181**	22,326	12.8	31,000	22,000	16,000
Research (Technical)	42	**26,574**	27,274	-2.6	32,600	26,322	18,919
Teaching	838	**21,093**	20,027	5.3	26,000	21,000	15,300
	19,654						

PROPORTION OF OFFERS BY CURRICULAR AREA



AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1992	September 1992	September 1991	September 1992	September 1992	September 1991
Business						
Accounting	1,575	$27,299	$26,971	1,783	$27,072	$29,318
Business Administration (incl. Management Science)	667	25,165	24,547	632	23,398	23,344
Distribution Management	11	21,627	26,583	8	24,723	28,905
Economics & Finance (incl. Banking)	896	26,250	26,082	471	25,878	25,354
Hotel/Restaurant Management	74	21,407	21,552	65	20,671	20,927
Human Resources (incl. Labor Relations)	30	23,424	24,248	59	23,429	23,538
Management Information Systems	180	28,617	28,538	128	28,382	27,833
Marketing/Marketing Management (incl. Research)	593	24,424	24,020	534	23,347	23,418
Real Estate	3	20,273	22,647	4	21,625	18,833
Communications						
Advertising	32	22,067	22,526	40	20,434	20,963
Communications	120	22,320	22,573	188	20,587	21,314
Journalism	42	19,950	19,539	98	19,808	19,916
Telecommunications/Broadcasting	20	21,247	22,904	33	21,769	21,104
Education						
Elementary Education	42	21,841	21,546	406	20,570	19,158
Pre-Elementary Education	1	36,760	N/A	18	16,294	16,724
Physical Education	24	22,163	20,485	18	21,769	19,417
Special Education	2	19,850	23,035	74	21,413	21,351
Home Economics						
Human Ecology	8	23,400	22,775	37	18,269	20,321
Textiles & Clothing	7	26,329	24,438	92	21,971	20,679
Merchandising Management	1	24,000	19,330	49	19,725	21,037
Humanities & Social Sciences						
Foreign Languages	14	25,182	23,176	42	22,266	20,646
Letters	47	23,425	24,126	145	21,790	20,897
Visual & Performing Arts	44	22,932	20,360	70	20,010	19,537
Humanities-Other	38	24,240	25,744	39	21,676	21,934
Criminal Justice	20	21,798	23,605	28	18,460	20,040
History	63	22,822	23,882	39	22,864	22,794
Political Science/Government	88	23,410	24,163	69	22,573	22,051
Psychology	62	21,777	21,956	162	19,569	19,677
Sociology	38	23,486	21,311	47	19,017	19,834
Social Sciences-Other	81	23,149	22,920	120	20,593	20,541
Engineering						
Aerospace & Aeronautical	94	31,726	30,686	23	32,233	30,587
Agricultural	39	31,448	30,686	3	31,667	25,767
Architectural	41	29,421	30,694	22	28,818	29,444
Bioengineering & Biomedical	3	35,233	31,971	8	29,095	27,625
Chemical	739	39,212	37,490	474	39,187	37,496
Civil	654	29,297	29,557	138	29,749	30,026

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1992	September 1992	September 1991	September 1992	September 1992	September 1991
Continued . . .						
Computer	233	$32,821	$32,080	58	$32,959	$32,978
Electrical	1,255	33,645	33,169	269	34,262	33,297
Environmental Engineering	8	30,383	27,749	7	31,944	27,070
Industrial	385	32,075	31,797	217	32,831	32,825
Mechanical	1,452	34,280	33,893	305	35,328	34,488
Metallurgical	46	33,275	33,305	14	34,249	33,359
Mining	20	31,798	32,034	11	30,048	29,188
Nuclear	39	34,223	32,111	6	35,900	32,323
Petroleum	58	40,673	38,753	7	40,726	39,605
Textile	6	30,917	N/A	2	36,650	N/A
Engineering Technology	255	31,311	30,112	49	29,697	30,000
Industrial Technology	17	26,052	27,745	2	34,926	31,592
Agriculture & Natural Resources						
Agribusiness	62	23,371	23,717	24	23,525	22,959
Animal Sciences	13	21,738	23,862	17	19,004	19,617
Plant Sciences	6	20,833	22,053	3	24,783	20,273
Natural Resources	14	22,212	20,465	3	19,800	24,851
Other Agricultural Sciences	43	22,679	24,105	16	21,607	22,365
Computer Sciences						
Computer Science	701	30,603	30,558	217	30,263	31,074
Computer Programming	39	31,213	27,587	13	29,900	29,195
Information Sciences & Systems	53	28,822	28,888	41	29,207	29,642
Systems Analysis	7	31,041	29,386	7	28,785	24,856
Health Sciences						
Allied Health	14	31,412	28,357	76	30,397	29,674
Health Sciences	10	27,066	23,929	34	22,527	21,525
Nursing	27	33,062	30,128	309	31,615	29,559
Pharmacy	47	41,647	39,500	94	41,527	39,561
Sciences						
Actuarial	15	33,218	32,995	7	28,855	28,874
Architectural & Environmental Design	29	25,204	27,180	15	20,409	23,433
Biological	37	22,760	22,944	34	20,862	20,978
Chemistry	41	27,128	27,918	37	28,033	25,667
Geological	8	26,988	27,798	8	24,421	29,486
Mathematics (incl. Statistics)	107	30,174	28,236	88	26,318	26,759
Physics	16	29,553	29,029	2	24,750	30,446
Other Physical & Earth Sciences	5	26,120	28,110	5	20,647	19,036
Textile Science	22	30,555	N/A	8	31,696	N/A
	11,483			8,171		

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1992	September 1992	September 1991	September 1992	September 1992	September 1991
FINANCE						
Accounting (Public)	1,258	**$27,820**	$27,475	1,327	**$27,706**	$26,828
Accounting (Private)	320	**25,732**	25,483	466	**25,489**	24,836
Commercial Banking (Consumer)	99	**22,950**	23,506	98	**21,554**	21,597
Commercial Banking (Lending)	113	**24,789**	23,854	67	**24,584**	24,487
Investment Banking (Corporate Finance)	45	**28,657**	29,237	22	**28,498**	28,307
Investment Banking (Mergers & Acquisitions)	4	**31,375**	30,800	+	*	24,647
Investment Banking (Real Estate)	8	**31,063**	19,250	5	**23,040**	24,018
Investment Banking (Sales & Trading)	24	**26,792**	26,278	15	**23,569**	21,417
Financial/Treasury Analysis	255	**28,582**	27,769	162	**26,300**	26,240
Portfolio Management/Brokerage	52	**24,164**	25,965	36	**22,291**	22,224
Insurance (Underwriting)	66	**24,744**	25,188	64	**23,837**	23,781
Insurance (Claims)	58	**24,201**	24,034	59	**22,125**	22,331
COMMUNICATIONS						
Design/Graphic Arts	20	**21,435**	22,832	37	**17,390**	19,492
Media Planning	10	**22,679**	23,250	21	**20,214**	19,973
Reporting	16	**17,975**	18,209	27	**16,016**	16,680
Production	37	**22,843**	27,693	26	**17,940**	24,080
Public Relations	28	**22,122**	21,347	65	**20,345**	20,666
Writing/Editing	12	**21,708**	22,299	44	**23,467**	20,171
MARKETING						
Advertising	25	**21,957**	21,816	41	**19,485**	19,929
Brand/Product Management	59	**27,443**	26,242	60	**23,910**	23,354
Buyer/Merchandising	104	**24,881**	24,762	169	**22,776**	22,795
Distribution	47	**23,877**	25,169	25	**25,279**	25,135
Market Research	45	**26,205**	25,620	72	**23,534**	24,141
Purchasing	20	**28,486**	27,651	18	**24,006**	27,802
Sales	701	**25,485**	25,557	499	**23,937**	24,576
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	27	**22,576**	23,713	40	**21,703**	20,591
Finance, Taxation, Monetary Policy	52	**24,346**	23,282	59	**24,058**	22,884
Economic Programs	5	**22,481**	20,723	7	**21,700**	22,852
Law Enforcement	41	**23,836**	24,332	15	**21,438**	20,625
Military	92	**24,758**	24,379	12	**23,685**	23,503
National Security	3	**29,821**	23,000	2	**24,953**	21,378
Urban/Regional Planning	17	**25,525**	24,555	4	**24,417**	20,206
ENGINEERING						
Bioengineering	2	**28,500**	37,677	2	**35,100**	25,917
Design/Construct	663	**31,246**	31,070	140	**31,980**	30,702
Environmental/Sanitation	104	**30,736**	30,375	57	**32,047**	31,414
Manufacturing/Industrial	727	**34,337**	33,568	225	**35,152**	34,228
Systems/Programming	188	**32,137**	32,578	55	**33,236**	31,511
Power Systems	142	**33,853**	33,245	48	**34,603**	33,120
Software Design & Development	215	**33,494**	32,796	42	**33,747**	32,268
Hardware Design & Development	115	**34,372**	34,021	24	**32,844**	34,683
Research & Development	163	**35,004**	33,986	75	**36,368**	35,076
Testing	80	**30,718**	31,013	26	**32,474**	30,355
Process Engineering	548	**38,960**	37,607	284	**39,285**	37,773
Project Engineering	784	**34,219**	33,867	148	**34,847**	34,340
Other Engineering	1,401	**33,217**	32,817	475	**33,789**	32,980
HEALTH CARE						
Administrative	6	**22,900**	24,440	23	**23,212**	23,454
Industrial Hygiene	3	**19,444**	32,766	+	*	25,340
Medical Technology	6	**30,410**	27,700	21	**22,922**	23,763
Nursing / Personal Care	28	**32,256**	30,301	316	**31,474**	29,430

N/A - No historic data
* Not computed for fewer than 20

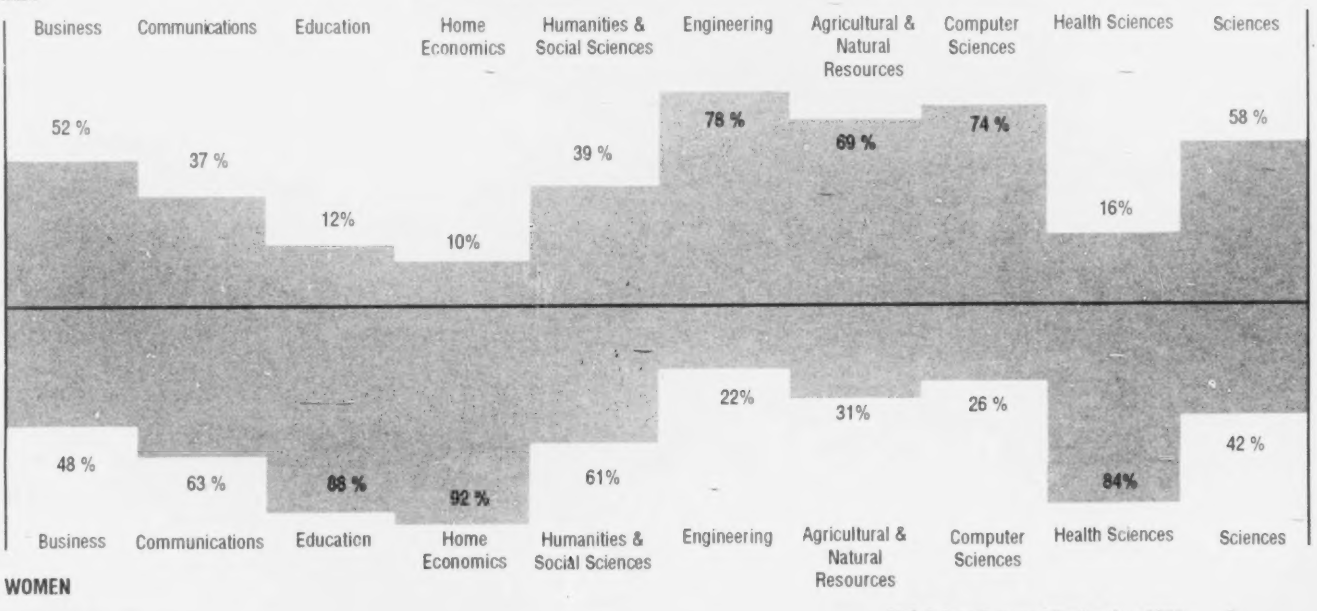
Continued . . .

AVERAGE YEARLY SALARY OFFERS
Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers September 1992	- MEN - Average $ Offer September 1992	- MEN - Average $ Offer September 1991	- WOMEN - Number of Offers September 1992	- WOMEN - Average $ Offer September 1992	- WOMEN - Average $ Offer September 1991
Continued . . .						
Occupational Therapy	7	**$32,678**	$36,020	36	**$29,294**	$28,522
Pharmacist	43	**42,335**	39,500	93	**41,393**	39,296
Physical Therapy	6	**30,167**	31,667	17	**26,991**	29,832
Respiratory Therapy	+	+	34,000	+	+	32,314
Other Health Related	25	**24,869**	26,460	93	**22,662**	25,579
SOCIAL SERVICES						
Administration	22	**20,829**	21,671	51	**18,987**	19,957
Counseling	25	**20,306**	17,827	65	**16,824**	17,264
Fundraising/Development	3	**23,500**	20,000	20	**20,540**	19,804
Social Work	21	**20,334**	18,186	74	**17,370**	17,243
COMPUTER SCIENCE						
Computer Programming	448	**29,610**	28,698	176	**28,616**	28,894
Information Systems	190	**29,315**	30,022	91	**28,864**	29,345
Systems Analysis & Design	242	**31,052**	30,569	106	**30,659**	30,212
OTHER FUNCTIONAL AREAS						
Actuarial	27	**32,185**	32,885	25	**28,191**	30,342
Agricultural/Natural Resources	65	**21,763**	21,935	25	**20,047**	20,305
Architecture	21	**24,437**	27,485	8	**20,650**	22,400
Consulting	394	**30,471**	29,324	212	**29,605**	28,443
Human Resources/Industrial Relations	42	**26,542**	23,740	79	**24,014**	23,422
Management Trainee	837	**23,639**	23,572	732	**22,115**	21,852
Mathematician/Statistician	17	**26,399**	25,741	12	**23,921**	23,995
Paralegal	8	**22,245**	22,158	26	**20,215**	20,914
Research (Nontechnical)	15	**29,725**	25,149	12	**19,500**	20,444
Research (Technical)	25	**27,819**	28,376	17	**24,742**	25,830
Teaching	162	**22,024**	21,241	676	**20,869**	19,687
	11,483			8,171		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

	SERVICE EMPLOYERS																	
Bachelor's Degree Curricula	Public Accounting	Advertising	Architecture	Banking (Commercial)	**Banking (Investment)**	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	**Financial Services**	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	**Merchandising (Retail & Wholesale)**	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,901 2444 $31,000 $24,000	$23,746 5	$25,500 2	$23,426 74 $28,000 $18,000	**$25,769 13**	$26,593 11	$25,508 13	$25,356 36 $30,000 $21,000	$26,900 4	**$24,782 70** $30,000 $18,000	$22,367 9	$26,418 11	$24,752 62 $28,000 $19,900	$20,500 6	**$23,904 43** $29,000 $18,000	$23,832 4		$19,600 5
Business Administration - incl. Management Science	$28,408 72 $33,000 $26,000	$19,071 7	$13,000 1	$22,687 110 $29,000 $15,500	**$26,788 26** $36,000 $20,000	$27,438 21 $32,000 $22,000	$28,327 12	$29,500 65 $33,000 $25,500	$23,600 5	**$24,444 57** $31,200 $18,038	$22,078 19	$20,729 23 $24,750 $16,800	$23,864 109 $30,000 $17,250	$19,375 4	**$22,056 318** $27,000 $16,600	$19,333 3	$36,000 1	$25,510 4
Distribution Management															**$21,038 13**			
Economics & Finance (incl. Banking)	$27,353 45 $29,000 $23,000	$16,320 1	$30,000 1	$24,846 261 $30,000 $19,800	**$30,002 89** $35,000 $20,400	$22,550 10	$28,181 14	$28,924 123 $34,000 $26,000	$31,600 5	**$25,386 165** $33,000 $18,000	$23,173 11	$28,025 4	$25,005 127 $30,000 $20,000	$18,650 4	**$23,315 111** $28,500 $19,200	$22,340 3	$23,000 1	$22,000 2
Hotel / Restaurant Management											$20,942 32 $24,000 $18,000	$20,083 75 $24,250 $15,000	$18,000 2		**$21,000 3**			
Human Resources (incl. Labor Relations)				$18,600 5		$30,000 1	$14,000 1	$24,400 2		**$21,333 3**	$19,500 1		$22,791 13		**$21,625 12**	$24,000 1		
Management Information Systems	$28,433 15			$25,914 7	**$32,000 1**	$30,913 8	$27,003 33 $29,250 $23,700	$29,519 32 $32,500 $28,000	$28,987 3	**$31,840 5**		$21,000 2	$27,085 40 $30,000 $23,000		**$25,038 13**			$32,000 1
Marketing/Marketing Management (incl. Research)	$30,000 1	$19,000 8		$21,910 36 $25,000 $16,320	**$18,802 4**	$22,261 27 $28,000 $15,000	$22,662 28 $25,200 $18,000	$25,348 25 $32,000 $18,000		**$23,529 37** $30,000 $18,000	$22,047 19	$22,838 12	$25,248 53 $29,532 $20,000		**$22,740 366** $27,000 $18,500	$19,000 3		$19,733 12
Real Estate				$14,000 1						**$26,000 1**			$18,580 2					
Advertising		$20,988 16				$20,853 7				**$23,000 1**		$24,000 1	$25,000 1		**$19,267 9**			$21,050 4
Communications	$26,000 1	$18,236 11		$22,456 9	**$21,250 4**	$17,332 25 $22,000 $12,500	$21,750 4	$19,250 4		**$19,958 8**	$18,571 7	$19,333 6	$21,949 31 $25,000 $17,000		**$21,694 67** $26,800 $16,000	$12,480 1		$19,625 4
Journalism	$26,000 1	$18,282 11		$19,800 3		$17,944 22 $24,000 $13,000	$21,000 2	$22,250 2		**$23,663 2**	$20,000 1		$23,850 4		**$21,834 17**	$18,000 1		$17,737 35 $24,600 $11,400
Telecommunications/ Broadcasting		$22,000 1				$17,913 15		$34,300 1			$17,000 1		$27,300 2		**$22,500 8**			$24,000 1
Elementary Education							$20,000 1	$12,480 1			$23,000 1		$23,825 1		**$17,250 4**			
Pre-Elementary Education																		
Physical Education								$25,000 1	$16,500 1						**$20,000 3**			
Special Education															**$10,320 1**			

	SERVICE EMPLOYERS																	
Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology											$25,000 1	$20,167 3	$26,000 2		**$17,100 8**		$18,500 1	
Textiles & Clothing															**$21,992 87** $25,000 $19,000			
Merchandising Management				$11,000 1											**$20,366 37** $23,004 $16,000			$17,500 1
Foreign Languages	$28,000 1	$24,500 1		$14,500 1		$20,000 1	$21,120 1	$18,600 1		**$24,667 3**	$41,000 1	$18,000 1	$21,250 4		**$20,200 5**			$20,000 3
Letters		$21,500 4		$20,130 10	**$36,750 2**	$16,560 3	$28,336 10	$28,213 5	$23,500 1	**$25,200 5**	$19,675 4	$19,150 2	$22,483 8	$22,327 11	**$21,620 25** $24,600 $18,600		$18,000 1	$17,214 7
Visual & Performing Arts		$19,850 8		$24,750 2	**$20,000 1**	$15,110 4	$39,700 1	$18,000 1		**$17,000 1**			$19,400 1	$20,000 1	**$19,857 7**		$16,000 1	$21,000 3
Humanities-Other		$23,500 2		$21,000 1	**$31,000 1**	$12,000 2	$30,000 1	$22,000 1		**$22,500 1**	$22,667 3	$16,000 1	$24,699 15		**$22,050 12**			$17,750 2
Criminal Justice							$21,100 2						$22,620 2	$11,440 1	**$19,000 1**		$18,824 7	
History				$19,000 2	**$30,250 2**	$26,165 3	$25,500 2	$27,067 3		**$15,700 1**	$21,000 1	$24,000 1	$24,700 20 $30,000 $21,000	$24,000 1	**$22,892 12**		$18,500 1	$20,800 1
Political Science / Government		$25,250 2		$26,000 3	**$30,960 5**	$20,503 4	$18,000 2	$28,244 9		**$22,189 9**	$26,667 3	$22,000 1	$23,835 16	$20,961 10	**$21,770 27** $24,000 $19,500	$26,000 2		$18,500 2
Psychology		$19,000 1		$13,667 3	**$20,000 1**	$22,214 7	$22,750 2	$25,967 3			$18,933 3	$20,750 2	$22,943 10	$14,000 1	**$22,699 32** $26,000 $19,000	$25,833 3		$18,000 1
Sociology		$29,000 1		$17,500 2	**$28,000 2**		$27,750 2			**$18,250 2**	$22,333 3	$27,000 2	$24,325 8	$21,000 1	**$23,133 11**	$18,000 1		
Social Sciences-Other	$24,000 1			$22,430 6	**$33,000 2**	$21,000 2		$28,607 7	$20,800 1	**$22,750 4**	$22,667 3	$19,500 2	$26,500 5	$16,750 2	**$21,129 20** $24,000 $16,500	$17,000 1	$23,000 3	
Aerospace & Aeronautical Engineering				$31,200 1				$31,410 10	$39,360 3									
Agricultural Engineering								$22,000 1	$32,450 2								$28,163 1	
Architectural Engineering			$27,521 14			$32,000 1		$27,530 8	$29,036 9									
Bioengineering & Biomedical Engineering						$34,200 1			$34,000 1									
Chemical Engineering				$39,500 1			$38,750 2	$37,235 45 $40,000 $31,000	$38,045 47 $41,000 $34,000	**$29,000 1**					**$60,000 1**			$40,000 1
Civil Engineering			$36,000 1			$34,867 3	$34,500 1	$30,030 109 $34,000 $26,000	$29,204 149 $34,000 $23,731									
Computer Engineering	$30,667 3			$29,000 2	**$28,000 1**	$34,255 11	$31,555 55 $37,000 $27,000	$32,107 27 $35,000 $29,000	$31,281 6	**$36,000 1**	$27,000 1		$30,314 7	$31,000 1	**$28,500 4**			

	SERVICE EMPLOYERS																	
Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	**Banking (Investment)**	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	**Financial Services**	Hospitality / Amusement / Recreation / Fast Food	Hospitality / Hotels / Motels / Full Service Restaurants	Insurance	Legal Services	**Merchandising (Retail & Wholesale)**	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$32,421 13		$34,000 1	$25,100 2	$34,667 3	$34,306 35 $37,000 $32,000	$32,383 39 $36,000 $27,000	$32,665 123 $35,900 $29,000	$33,135 68 $36,690 $29,000			$37,400 1	$28,000 1		$27,000 1		$29,000 1	
Environmental Engineering									$28,132 2									
Industrial Engineering	$31,400 10		$34,000 1	$30,750 4	$33,188 8	$33,100 5	$33,450 4	$31,378 106 $35,000 $28,000	$32,335 9	$29,667 6	$35,000 1		$26,000 8		$30,571 7			$34,800 1
Mechanical Engineering			$34,643 6	$42,000 1	$29,667 3	$35,367 3	$35,150 2	$33,017 108 $36,000 $30,000	$33,405 55 $38,000 $28,000				$28,667 3		$24,000 1			
Metallurgical Engineering																		
Mining Engineering								$27,942 8	$29,267 6						$28,991 1			
Nuclear Engineering	$33,000 1							$32,150 4	$36,175 4									
Petroleum Engineering									$39,600 2									
Textile Engineering																		
Engineering Technology			$27,280 10			$22,500 2	$26,500 2	$33,492 6	$29,526 18		$26,400 1		$31,37[illegible] 6		$22,000 2			
Industrial Technology															$24,867 3			
Agribusiness	$27,500 1			$21,500 5		$18,000 1	$33,000 1	$19,000 3		$25,650 2	$27,000 1	$24,000 1	$30,000 1		$24,214 7			
Animal Sciences								$17,500 2							$22,000 1			
Plant Sciences								$24,000 1										
Natural Resources								$25,707 3										
Other Agricultural Sciences									$19,000 1	$19,200 1	$22,000 2	$22,625 4			$21,789 3			
Computer Science	$29,332 18			$30,353 15	$34,563 8	$30,550 20 $36,600 $23,000	$30,307 154 $36,200 $25,000	$30,120 83 $32,100 $28,000	$30,795 13	$31,736 22 $39,000 $27,600	$26,000 2	$24,000 3	$28,919 46 $31,000 $27,000	$23,250 2	$25,825 28 $31,000 $22,500			$25,667 3
Computer Programming				$30,750 2		$32,217 6	$30,624 21 $37,000 $24,100	$33,000 4							$23,500 2			
Information Sciences & Systems	$30,491 11			$28,374 4	$33,600 2	$27,923 5	$29,300 13	$28,622 9		$32,060 1			$28,996 9		$27,500 2			
Systems Analysis						$30,000 2	$32,496 2	$27,500 4					$29,793 1					

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences						$18,700 1					$17,000 1	$16,700 1			$32,400 1	$35,000 1		
Nursing				$26,000 1														
Pharmacy															$44,353 81 $49,920 $40,000			
Actuarial	$24,500 2							$33,500 4		$22,000 1			$33,017 15					
Architectural & Environmental Design			$21,698 18					$29,533 3	$25,000 1						$21,667 3			
Biological	$26,000 1						$24,000 1	$23,600 3					$26,563 4		$17,090 4			
Chemistry	$25,500 1							$28,371 6	$26,250 2	$20,000 1								
Geological								$19,000 2	$25,427 6									
Mathematics (incl. Statistics)	$28,500 2			$29,143 7	$27,550 4		$31,621 13	$30,581 45 $37,000 $28,000	$28,200 1	$36,071 14	$18,000 1		$27,386 25 $34,424 $19,000				$25,000 1	$27,000 1
Physics							$31,500 1	$28,000 1		$33,000 1								
Other Physical & Earth Sciences									$23,120 2						$23,600 1			
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$27,907 2581 $31,000 $24,000	$20,188 79 $26,300 $15,000	$23,500 4	$23,606 537 $29,000 $17,000	$28,599 153 $35,000 $20,000	$21,546 173 $30,000 $13,200	$25,642 131 $30,500 $18,000	$28,018 322 $33,000 $22,000	$26,568 20 $35,000 $18,000	$24,665 375 $32,000 $18,000	$21,786 123 $26,500 $17,000	$21,175 149 $27,000 $15,000	$24,471 538 $30,000 $18,000	$20,339 42 $24,000 $15,600	$22,268 1272 $27,000 $17,118	$21,579 23 $26,000 $17,500	$20,673 16	$19,234 88 $25,200 $13,500
Technical Curricula	$30,299 63 $33,000 $26,000		$26,677 51 $34,000 $20,000	$29,149 45 $35,200 $22,500	$32,448 29 $39,000 $28,000	$32,349 96 $36,500 $27,000	$30,944 311 $37,000 $25,000	$31,502 728 $36,500 $28,000	$31,691 407 $38,500 $26,000	$31,837 51 $40,000 $24,000	$24,640 10	$24,060 10	$29,045 126 $35,000 $24,000	$25,833 3	$35,609 153 $48,600 $22,500	$35,000 1	$27,388 3	$29,800 6

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$33,239 65 $42,000 $28,000	$31,750 4	$60,000 1	$32,603 37 $40,000 $24,000	$47,300 15	$32,229 8	$35,000 11	$40,108 38 $60,000 $30,000	$42,200 2	$33,150 19	$32,563 8	$31,750 2	$30,597 18	$45,346 9	$28,400 22 $35,000 $21,000	$30,000 1		$35,000 1
MBA - Technical Undergraduate Degree	$31,500 2	$35,000 2	$27,000 2	$41,000 1	$50,000 1	$38,250 2	$39,467 3	$41,654 26 $60,000 $32,000	$38,500 1	$47,318 11	$45,000 1		$34,800 1					

EMPLOYER CATEGORIES - Continued . . .

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Bachelor's Degree Curricula	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$26,833 12	$24,000 1	$22,621 15	$28,298 25 $30,000 $25,000	$24,900 5	$23,038 70 $26,000 $19,803	$23,466 61 $28,224 $19,000	$23,406 15	$26,905 12	$23,600 3		$21,075 4	$24,573 3	$26,835 16	$27,750 8	$28,761 17	$23,501 15	$28,124 23 $30,900 $24,000
Business Administration - incl. Management Science	$20,270 10	$23,358 7	$21,836 33 $27,300 $17,000	$27,917 16	$22,626 21 $29,500 $14,400	$23,394 31 $28,000 $21,000	$23,166 24 $28,000 $18,824	$26,731 14	$21,300 11	$21,567 6	$21,000 1	$21,022 3	$18,742 4	$26,419 11	$23,667 6	$30,857 19	$23,400 21 $27,000 $18,000	$27,922 18
Distribution Management			$19,400 1			$28,000 1												$34,000 1
Economics & Finance (incl. Banking)	$26,111 9	$22,433 6	$25,054 13	$27,634 10	$22,831 13	$24,183 52 $29,000 $21,905	$22,215 16	$20,875 4	$26,481 7	$28,000 2		$21,600 1	$22,100 5	$29,411 9	$26,444 9	$29,825 14	$23,611 9	$29,996 28 $33,000 $28,000
Hotel / Restaurant Management	$25,000 1		$24,756 9	$23,590 2		$20,350 2												$29,400 2
Human Resources (incl. Labor Relations)			$19,500 2	$28,217 6	$25,000 2	$21,964 9	$16,874 1	$19,250 2				$25,250 2	$14,000 2	$24,000 1		$31,875 4	$25,000 1	$24,000 1
Management Information Systems	$30,000 1	$28,000 1	$26,583 3	$31,125 20 $31,980 $29,000	$23,800 1	$20,333 3	$23,393 4	$26,385 4	$32,000 2				$24,500 1		$31,571 7	$28,690 4	$34,200 1	$32,417 7
Marketing / Marketing Management (incl. Research)	$21,000 2	$22,964 11	$22,815 33 $26,400 $18,000	$22,813 8	$20,000 2	$20,501 19	$21,945 5	$22,901 6	$25,450 10	$23,000 1		$22,667 3	$20,200 2	$29,000 3	$29,800 6	$28,526 23 $31,500 $24,000	$22,418 17	$29,755 36 $36,000 $24,000
Real Estate	$20,000 1																	
Advertising	$21,000 1	$23,300 5				$13,000 1	$23,000 1	$20,000 2					$18,000 1					$28,833 3
Communications	$18,250 4	$15,000 1	$23,840 5	$35,000 1	$20,150 9	$23,333 3	$21,535 12	$21,520 5	$19,272 5	$17,692 2		$19,920 7	$17,833 6		$26,900 2	$25,333 3	$21,660 5	$31,114 7
Journalism		$18,500 1			$17,569 4	$22,600 3	$17,333 3	$23,500 2	$20,000 1	$17,833 3	$16,400 2	$17,833 3	$19,000 1			$55,000 1		$36,850 1
Telecommunications / Broadcasting		$15,000 1			$24,033 4		$16,000 1								$20,000 1		$32,000 1	$28,667 3
Elementary Education	$17,000 1				$21,867 404 $26,000 $15,800	$21,000 1		$23,000 1		$16,732 29 $19,843 $13,184		$17,300 1	$11,440 1					
Pre-Elementary Education					$17,319 16		$19,218 1			$16,862 2								
Physical Education					$23,322 27 $32,000 $19,000	$22,000 1		$11,000 1	$22,000 1			$15,500 1				$17,500 1		$26,200 1
Special Education					$21,426 72 $25,848 $17,381				$24,900 2			$21,453 1						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	**Education**	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	**Membership / Religious Organizations**	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	**Agribusiness & Products**	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology			$22,000 1		**$18,052 6**		$23,000 2	$15,845 4	$20,968 4			$15,700 6	$21,400 2					
Textiles & Clothing	$23,500 1				**$19,000 1**		$16,680 1				$14,360 1							
Merchandising Management					**$21,000 1**													
Foreign Languages	$20,000 1				**$22,826 24** $26,000 $19,000	$14,000 1				**$15,650 2**								$28,680 1
Letters		$24,000 1	$20,000 1	$26,300 1	**$20,252 42** $26,000 $16,000	$24,000 2	$20,000 2	$13,594 2	$25,000 2			$15,267 3	$18,833 3		**$17,000 1**	$33,000 2	$26,300 3	$32,850 1
Visual & Performing Arts					**$21,608 49** $26,000 $17,500	$18,000 1	$33,000 2			**$20,520 5**	$20,510 4	$31,000 1				$27,500 2	$30,000 1	$23,500 2
Humanities-Other			$21,000 1	$20,000 1	**$23,205 11**	$22,000 2	$24,462 5			**$25,000 1**	$19,500 1	$14,049 3	$33,000 1				$22,000 1	
Criminal Justice			$15,000 1		**$10,000 1**	$20,965 5	$22,791 15	$27,000 1	$17,417 3	**$14,000 1**		$15,383 6	$21,000 1					
History			$22,008 2		**$20,203 19**	$22,165 11	$28,000 2	$38,008 1		**$16,640 1**	$18,000 1	$19,238 1					$11,520 1	
Political Science / Government		$22,500 3	$21,000 1	$20,000 1	**$23,583 3**	$21,872 7	$22,232 17		$20,000 1	**$20,000 1**		$15,125 4	$13,750 2				$22,000 1	
Psychology	$23,500 2	$25,800 2	$19,640 2		**$19,730 16**	$30,000 1	$19,816 11	$21,719 14	$18,849 17	**$16,500 5**		$16,823 52 $20,000 $13,500	$18,988 8			$25,000 1		$29,333 3
Sociology	$20,000 1		$18,500 1		**$25,667 3**	$21,500 2	$21,922 10	$18,833 3	$20,283 6	**$13,000 1**		$15,983 13	$13,450 2	$28,000 1		$30,000 1		
Social Sciences-Other	$20,000 1		$23,597 3		**$23,471 32** $26,813 $20,000	$22,600 19	$20,788 18	$19,044 5	$16,758 12	**$13,850 2**	$20,000 1	$17,519 31 $21,000 $14,000	$20,000 1		**$18,000 1**	$19,200 1		$27,717 5
Aerospace & Aeronautical Engineering		$32,100 1	$32,500 2	$33,700 2	**$30,000 1**	$30,347 15								$31,535 64 $35,000 $28,476		$32,381 7		
Agricultural Engineering						$30,737 2	$24,808 4								**$29,143 7**	$33,827 11		$32,000 1
Architectural Engineering		$30,000 1		$36,000 1	**$18,875 1**	$28,000 1	$36,800 2										$29,573 17	
Bioengineering & Biomedical Engineering									$35,750 2									$28,280 2
Chemical Engineering		$37,679 8		$38,358 15	**$20,000 2**	$24,500 2	$29,061 7	$35,008 1	$31,500 1					$38,450 4	**$37,511 10**	$37,828 10	$40,382 11	$39,541 469 $41,500 $37,700
Civil Engineering		$31,371 7	$28,378 76 $31,812 $26,064	$32,416 29 $36,000 $29,000	**$34,800 1**	$28,183 46 $32,796 $25,000	$27,443 213 $30,024 $25,275					$34,000 1		$31,000 1		$34,333 3	$28,870 53 $32,000 $25,000	$35,384 5
Computer Engineering		$33,191 8	$29,000 1	$34,996 5	**$28,824 5**	$28,555 7	$30,800 2		$20,000 1					$31,757 7		$34,515 12	$31,094 5	$36,227 8

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$33,166 24 $38,200 $28,466	$28,161 4	$34,239 119 $36,000 $31,500	$24,843 7	$28,003 83 $33,000 $22,996	$28,222 6	$38,750 2	$33,250 2		$32,000 1			$34,206 73 $37,400 $30,000	$36,750 8	$34,481 76 $37,800 $29,100	$33,900 16	$36,133 51 $38,700 $34,020
Environmental Engineering				$34,732 3		$28,500 1	$26,848 3										$35,000 1	$38,163 1
Industrial Engineering			$30,827 9	$33,922 13		$27,815 15	$26,993 6	$30,250 2	$30,500 1					$31,663 8	$34,252 5	$32,877 67 $36,060 $29,000	$31,427 33 $35,400 $25,992	$34,367 39 $36,600 $31,000
Mechanical Engineering		$34,740 19	$33,311 7	$34,028 66 $36,200 $31,560	$28,431 2	$28,407 51 $33,500 $24,000	$26,963 8	$35,800 1	$33,500 2				$20,520 3	$32,425 52 $35,400 $29,000	$34,871 10	$34,355 338 $37,000 $31,000	$32,912 39 $37,200 $28,000	$36,672 149 $39,100 $34,300
Metallurgical Engineering						$26,888 4								$32,400 1		$36,380 5	$32,500 2	$34,346 4
Mining Engineering						$22,000 1												
Nuclear Engineering		$32,400 1		$35,231 17	$22,000 1	$25,748 2	$33,667 3											
Petroleum Engineering					$38,000 1	$26,400 1												
Textile Engineering																		$36,500 1
Engineering Technology			$34,750 4	$30,955 15	$26,300 1	$30,608 4	$27,077 4	$35,000 1	$31,000 1					$30,854 25 $34,500 $27,600	$31,000 2	$36,742 31 $45,000 $32,000	$30,642 37 $35,000 $25,000	$33,783 8
Industrial Technology						$21,906 1										$28,280 5	$22,580 2	
Agribusiness	$15,680 1				$26,000 1	$19,969 3	$14,400 1			$22,000 2					$23,381 40 $28,000 $19,000			$32,000 1
Animal Sciences					$19,500 1	$25,000 2			$19,994 5						$18,896 14			$27,750 2
Plant Sciences		$22,000 1			$36,500 1	$18,000 1		$19,848 1							$19,750 4			
Natural Resources		$26,000 1				$19,953 2	$17,400 1		$16,980 1						$22,000 2	$24,000 1		
Other Agricultural Sciences					$20,737 6	$18,969 3	$23,225 4		$30,000 1	$18,000 1		$11,000 1			$24,167 15			
Computer Science		$32,701 10	$29,005 10	$29,869 14	$26,513 20 $30,000 $24,600	$26,792 36 $35,046 $19,237	$23,845 8	$26,418 10	$28,000 3	$22,000 1		$24,000 1	$20,520 1	$31,857 33 $35,400 $28,000		$29,743 7	$29,823 13	$33,506 25 $36,500 $30,000
Computer Programming		$35,500 3		$33,200 1			$19,500 1							$32,000 1			$27,000 1	
Information Sciences & Systems		$25,800 1	$28,000 1	$33,400 2	$20,000 1	$17,686 1	$19,000 1					$22,600 2		$27,000 2		$31,200 1		
Systems Analysis				$35,000 1														

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health		$27,000 1					$30,000 1	$29,901 59 $35,000 $24,170	$32,026 28 $42,000 $25,000				$32,000 1					
Health Sciences	$17,000 1	$22,000 1			$22,907 2	$16,000 1	$29,750 2	$22,956 20 $32,198 $15,038	$26,250 10									
Nursing					$28,669 5	$28,333 3	$27,000 1	$32,003 304 $39,000 $25,000	$29,618 22 $32,850 $25,000									
Pharmacy						$39,400 1	$45,000 5	$36,174 33 $41,000 $33,280	$37,058 11									$39,714 7
Actuarial																		
Architectural & Environmental Design			$23,650 2		$18,000 1	$21,800 2	$27,674 5										$28,924 5	
Biological		$22,833 3			$18,615 7	$23,852 5	$20,580 5	$21,716 10	$15,750 6		$23,000 1	$15,000 1	$16,000 1					$28,212 12
Chemistry		$20,250 2			$18,744 4	$23,533 3	$24,860 2				$15,000 1				$22,400 2	$36,500 2	$34,267 3	$28,965 34 $32,796 $24,000
Geological			$24,000 1			$21,900 1	$18,600 1							$28,000 1				
Mathematics (incl. Statistics)		$24,000 1	$30,100 2	$36,000 1	$22,623 36 $30,000 $18,000	$24,026 11	$23,404 2	$27,000 1	$24,000 1					$31,841 5			$20,000 1	$31,500 2
Physics		$22,800 1		$29,600 2	$16,500 1	$21,906 1												
Other Physical & Earth Sciences					$21,311 1	$17,686 1	$26,000 2				$28,000 1				$23,000 1			
Polymer Science																		
Textile Science																		$35,267 3

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$23,296 48 $30,000 $17,000	$22,770 40 $28,000 $16,000	$22,758 127 $28,500 $17,680	$28,058 91 $31,500 $22,000	$21,304 788 $26,500 $15,600	$22,920 248 $28,000 $17,600	$22,473 216 $28,224 $17,616	$22,445 86 $29,400 $14,400	$21,860 96 $30,000 $15,300	$18,206 67 $24,000 $13,200	$18,882 11	$17,435 146 $22,000 $13,000	$19,285 46 $24,500 $13,500	$27,406 41 $30,000 $24,000	$27,088 41 $31,000 $21,000	$29,407 97 $36,000 $23,000	$23,395 77 $29,700 $17,000	$29,320 143 $34,300 $23,660
Technical Curricula	$16,340 2	$32,439 94 $38,600 $25,500	$29,097 119 $34,000 $26,000	$33,892 306 $37,000 $30,000	$23,910 109 $31,000 $18,000	$27,371 313 $33,500 $21,900	$27,413 300 $31,812 $23,000	$31,276 445 $39,000 $24,000	$29,448 98 $40,000 $17,004	$21,000 4	$24,500 4	$21,533 6	$21,680 6	$32,455 277 $36,000 $28,000	$27,486 129 $39,000 $18,600	$34,250 576 $37,200 $30,000	$31,199 239 $37,000 $25,000	$37,530 824 $41,000 $32,100

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$35,625 8	$32,750 4	$38,486 7	$32,143 8	$26,000 2	$31,115 9	$29,640 11	$28,233 6	$34,090 10	$20,900 2		$24,000 1		$35,000 1	$29,333 3	$40,047 22 $45,000 $33,000	$38,000 2	$40,204 32 $51,000 $33,900
MBA - Technical Undergraduate Degree		$36,900 4		$41,000 1		$30,900 3	$30,000 1		$46,000 1					$38,200 5		$43,540 5	$48,333 3	$44,700 8

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

	MANUFACTURING EMPLOYERS																
Bachelor's Degree Curricula	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	**Metals & Metal Products**	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	**Printing**	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	**Widely Diversified**	Other Employers (NEC)
Accounting	$28,552 20 $31,000 $25,000	$26,849 25 $30,000 $22,000	$27,163 24 $30,000 $24,000	$27,675 4	**$22,800 5**	$23,000 1	$24,000 1	$26,852 19	$28,205 62 $31,000 $25,500	**$24,560 2**		$28,366 5	$22,000 1	$24,996 5	**$27,756 14**	$25,154 53 $30,000 $20,000
Business Administration - incl Management Science	$27,710 14	$25,924 23 $30,500 $18,000	$28,355 27 $46,000 $19,000	$29,800 8	**$26,236 14**			$29,250 4	$28,650 13	**$25,000 1**	$28,000 4	$24,180 9	$22,000 4	$24,600 9	**$26,400 7**	$23,791 49 $30,000 $17,000
Distribution Management	$22,000 1	$25,000 1							$33,780 1							
Economics & Finance (incl Banking)	$28,036 25 $30,992 $25,000	$28,174 23 $30,996 $24,000	$26,030 20 $30,500 $20,000	$32,980 7	**$24,150 2**	$29,000 1	$28,453 3	$28,930 10	$29,976 35 $33,000 $26,000	**$25,250 2**		$30,000 2		$26,929 7	**$28,150 8**	$25,878 36 $32,400 $18,000
Hotel / Restaurant Management			$21,825 4						$28,300 2							$22,801 5
Human Resources (incl Labor Relations)		$20,000 1	$28,000 1		**$24,500 2**			$30,000 1	$29,000 2			$22,000 1		$28,269 3	**$31,100 3**	$20,167 3
Management Information Systems	$32,058 17	$28,201 13	$29,056 9	$28,000 2	**$22,000 1**	$30,000 1	$26,750 4	$31,250 2	$31,828 18	**$23,000 4**		$28,667 3		$28,040 2	**$29,970 6**	$23,586 7
Marketing / Marketing Management (incl Research)	$24,047 28 $30,014 $18,000	$26,990 17	$26,792 70 $32,000 $21,500	$26,338 13	**$22,755 11**		$27,222 9	$25,377 13	$27,000 10	**$24,377 15**	$30,055 4	$26,550 12	$24,780 3	$25,167 12	**$26,282 24** $31,000 $20,200	$23,440 68 $30,000 $16,500
Real Estate		$26,500 1														$23,660 1
Advertising		$23,150 2	$21,167 3	$21,000 1				$12,000 1		**$16,000 2**				$20,330 2	**$25,000 1**	$20,528 7
Communications	$22,147 6	$20,500 2	$26,247 9	$19,410 5	**$18,000 1**			$24,500 2	$25,000 1	**$23,833 3**				$16,640 1		$22,379 19
Journalism	$28,980 2	$26,000 1	$24,960 1						$24,000 1	**$16,000 1**					**$30,500 1**	$19,000 7
Telecommunications / Broadcasting	$22,500 2	$18,000 2	$27,190 3				$24,500 2			**$17,500 2**						$15,500 2
Elementary Education	$22,000 1															$12,480 1
Pre-Elementary Education																
Physical Education					**$25,000 1**				$18,000 1							$17,680 2
Special Education																

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	**Metals & Metal Products**	Mining	Packaging & Allied Proructs	Paper & Wood Products	Petroleum & Allied Products	**Printing**	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	**Widely Diversified**	Other Employers (NEC)
Human Ecology			$24,000 1												**$27,000 1**	$19,267 3
Textiles & Clothing														$29,114 7		$15,000 1
Merchandising Management	$16,000 1				**$15,000 1**								$24,000 1	$18,929 7		
Foreign Languages		$37,995 3	$26,200 1													
Letters	$28,640 6		$27,060 1	$23,000 1	**$27,000 1**			$18,000 1	$19,000 1			$18,700 2		$24,500 3	**$27,000 1**	$22,810 11
Visual & Performing Arts								$19,920 1		**$16,500 1**		$28,000 1	$14,000 1	$16,213 3	**$15,500 2**	$20,051 7
Humanities-Other	$22,000 1		$20,000 1						$38,000 1		$26,400 1					$25,900 4
Criminal Justice																$24,960 1
History	$19,000 1		$24,833 3					$26,000 1							**$24,500 2**	$21,333 6
Political Science / Government	$30,900 1		$33,000 3	$26,500 2	**$26,000 1**			$23,000 1				$21,000 1		$19,490 2	**$28,377 4**	$21,167 6
Psychology	$25,500 1	$27,000 1	$22,500 1		**$36,000 1**			$22,800 1						$20,000 2	**$24,160 3**	$18,483 11
Sociology				$20,000 1				$26,000 1								$14,400 4
Social Sciences-Other	$28,500 1		$26,500 1	$31,800 2	**$26,000 2**										**$26,000 1**	$20,333 3
Aerospace & Aeronautical Engineering		$33,400 4						$38,500 1			$33,000 2				**$33,600 1**	$31,300 3
Agricultural Engineering		$36,475 4	$32,600 5		**$30,000 1**											$32,900 3
Architectural Engineering		$27,000 3							$36,564 3						**$28,500 1**	$33,000 1
Bioengineering & Biomedical Engineering		$28,000 1						$25,200 1				$30,000 1				$29,500 2
Chemical Engineering	$36,583 9	$36,720 23 $39,600 $34,580	$38,286 50 $40,000 $37,000	$39,937 51 $41,416 $38,400	**$32,510 4**	$40,500 2	$38,152 10	$39,741 63 $41,500 $37,500	$40,622 251 $43,000 $39,000		$38,550 4	$35,017 6	$38,798 9	$38,804 14	**$39,435 37 $41,500 $38,400**	$37,595 33 $41,000 $33,000
Civil Engineering		$33,000 2	$35,767 3	$36,500 1	**$30,562 11**	$32,035 4	$37,200 1	$32,375 4	$37,590 27 $40,500 $33,600				$30,000 1		**$31,335 4**	$30,196 36 $34,140 $26,500
Computer Engineering	$34,871 50 $39,000 $31,000	$33,872 42 $36,000 $31,000	$36,500 1	$36,400 2	**$33,000 1**			$39,000 1	$34,020 1		$30,000 1	$34,216 1		$33,020 1	**$35,975 4**	$32,276 6

	MANUFACTURING EMPLOYERS															
Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$34,249 156 $37,500 $30,000	$34,123 344 $37,000 $30,000	$34,951 9	$36,117 12	$35,143 16	$34,875 4	$34,250 6	$37,743 23 $39,500 $36,000	$37,492 64 $40,300 $34,000		$30,000 1	$32,852 9	$34,300 3	$34,227 11	$33,613 26 $35,520 $32,000	$33,352 80 $37,000 $29,500
Environmental Engineering	$34,500 1						$36,500 1									$26,500 2
Industrial Engineering	$34,435 12	$33,929 61 $35,880 $30,500	$31,493 14	$34,700 10	$29,139 9	$32,500 1	$34,833 3	$34,960 10	$35,388 16	$32,500 1	$33,000 2	$32,643 7	$27,000 2	$32,123 21 $34,000 $30,000	$34,931 17	$31,711 48 $36,480 $27,000
Mechanical Engineering	$34,082 27 $36,300 $31,000	$34,291 195 $36,564 $31,000	$34,837 28 $38,000 $34,000	$37,594 17	$32,719 74 $35,200 $30,000	$32,000 2	$35,131 20 $38,400 $31,500	$37,465 49 $40,000 $35,000	$38,287 191 $41,000 $34,200	$29,560 2	$31,987 3	$33,132 20 $36,000 $30,000	$35,350 10	$34,326 18	$35,390 52 $38,500 $32,000	$32,625 120 $37,860 $27,000
Metallurgical Engineering		$33,340 5			$34,048 28 $36,000 $31,500	$34,500 1		$36,000 1	$35,750 2				$29,333 3		$35,350 2	$32,570 2
Mining Engineering						$34,366 13			$33,000 1					$36,600 1		
Nuclear Engineering		$35,400 4			$35,820 1		$37,500 1		$36,940 3						$35,160 1	$38,550 2
Petroleum Engineering					$48,000 1				$40,805 59 $44,000 $35,000							$45,000 1
Textile Engineering														$31,757 7		
Engineering Technology	$29,623 15	$31,553 44 $35,364 $27,500	$30,100 5	$36,250 2	$28,429 7	$19,500 1		$34,000 6	$33,991 6		$25,833 3	$30,472 6	$26,000 2	$31,200 1	$31,696 5	$28,135 21 $34,000 $21,000
Industrial Technology		$26,500 2						$23,610 2	$32,000 1					$30,000 1		$34,926 2
Agribusiness			$27,700 5	$33,000 1			$21,000 1	$18,000 1						$22,000 2		$21,775 4
Animal Sciences			$20,080 2													$19,000 1
Plant Sciences																
Natural Resources								$24,000 4								$14,480 2
Other Agricultural Sciences			$28,417 6					$19,000 2							$19,500 2	$19,943 7
Computer Science	$31,542 138 $36,900 $24,996	$34,004 67 $36,300 $31,000	$31,222 9	$34,099 4	$31,000 3			$31,180 5	$34,393 33 $36,600 $33,000		$30,100 4	$29,615 4	$29,000 1	$28,333 3	$35,183 6	$30,182 32 $35,000 $25,000
Computer Programming	$31,533 3								$36,500 1		$30,500 1	$33,800 1		$29,000 1	$28,833 3	
Information Sciences & Systems	$29,711 10	$31,561 3	$27,950 2	$35,500 2	$32,400 1			$25,000 1	$35,600 1						$28,800 1	$27,100 5
Systems Analysis	$24,000 1							$40,000 1					$23,800 1			$32,000 1

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences										$18,200 1						$16,640 1
Nursing																
Pharmacy			$41,000 1													$41,750 2
Actuarial																
Architectural & Environmental Design														$15,500 2		$22,500 2
Biological					$18,000 1							$24,000 1				$17,772 5
Chemistry								$27,000 2	$37,200 2				$30,000 1	$30,800 1	$25,405 7	$29,000 2
Geological						$29,200 1			$33,000 3							
Mathematics (incl Statistics)	$27,100 3	$32,333 6	$23,000 1	$32,661 3					$34,650 2							$31,267 3
Physics	$32,400 1	$31,200 2							$31,400 1			$34,000 2			$37,000 1	$26,080 3
Other Physical & Earth Sciences																$22,000 1
Polymer Science																
Textile Science														$30,369 27 $33,000 $27,800		

BACHELOR'S SUMMARY

Nontechnical Curricula	$27,133 128 $34,500 $18,000	$26,980 115 $31,200 $20,000	$26,865 183 $32,000 $20,800	$27,305 46 $33,000 $20,000	$24,430 43 $30,000 $19,000	$27,333 3	$26,861 19	$26,476 58 $30,600 $20,000	$28,964 148 $33,000 $25,000	$22,826 33 $27,000 $16,500	$28,796 9	$25,902 36 $30,000 $21,000	$22,234 10	$24,192 65 $29,000 $17,500	$26,923 78 $31,680 $20,200	$23,148 317 $30,000 $15,000
Technical Curricula	$33,122 426 $37,200 $26,796	$33,984 812 $36,900 $30,000	$34,415 141 $39,000 $26,500	$37,871 105 $40,500 $34,800	$32,627 158 $36,000 $29,640	$33,624 29 $37,200 $29,200	$35,496 43 $39,000 $32,000	$36,743 177 $41,000 $30,000	$38,882 668 $42,600 $34,000	$27,455 4	$31,931 21 $37,800 $26,000	$32,555 58 $36,720 $28,000	$33,684 33 $40,000 $26,000	$32,478 111 $38,000 $27,000	$34,954 170 $39,500 $30,900	$31,654 433 $38,500 $24,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$40,127 15	$36,311 11	$44,107 14	$44,619 11	$40,000 1		$38,472 3	$29,000 4	$37,229 7	$25,480 1		$30,000 1		$35,605 8	$37,000 5	$32,924 13
MBA - Technical Undergraduate Degree	$44,480 2	$38,861 7	$44,500 2	$45,800 5	$56,000 1			$45,580 3	$31,100 3	$33,000 1		$35,000 1			$33,167 3	$43,750 8

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	**Investment Banking - Corporate Finance**	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	**Portfolio Management / Brokerage**	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	**Reporting**	Production	Public Relations	Writing / Editing
Accounting	**$27,819 2460** $31,000 $24,000	**$25,543 611** $30,000 $19,800	**$22,269 13**	**$24,866 15**	**$26,640 11**		**$27,500 2**	**$20,400 1**	**$25,302 49** $30,000 $19,500	**$24,429 7**	**$25,240 5**	**$21,433 4**					**$17,000 1**	
Business Administration (incl. Management Science)	**$27,626 62** $32,500 $24,000	**$24,509 42** $30,000 $17,000	**$22,823 45** $29,000 $16,000	**$21,934 30** $26,000 $15,000	**$25,051 12**		**$16,833 3**	**$29,500 4**	**$25,693 56** $32,000 $18,696	**$23,329 16**	**$23,550 22** $27,360 $19,500	**$22,349 31** $26,386 $17,500	**$16,000 1**			**$30,050 1**	**$23,783 6**	
Distribution Management		**$22,000 1**																
Economics & Finance (incl. Banking)	**$26,405 43** $29,000 $22,000	**$27,321 103** $31,000 $24,000	**$23,163 98** $29,000 $18,000	**$26,025 107** $30,000 $22,000	**$29,182 31** $35,000 $20,500	**$31,500 3**	**$32,200 6**	**$26,046 25** $30,000 $20,000	**$28,506 240** $34,000 $23,000	**$23,242 45** $29,000 $18,000	**$25,164 37** $28,800 $21,000	**$23,184 25** $26,271 $21,000		**$28,664 3**	**$20,000 1**		**$23,985 6**	**$22,000 1**
Hotel / Restaurant Management		**$12,000 1**							**$27,200 3**			**$23,000 1**					**$19,000 1**	
Human Resources (incl. Labor Relations)		**$25,000 1**	**$18,000 2**	**$16,500 1**							**$24,356 5**	**$22,667 3**					**$21,000 1**	
Management Information Systems	**$27,000 1**	**$28,000 2**			**$25,000 1**				**$29,000 1**		**$27,996 1**	**$21,138 2**				**$29,000 2**		**$20,000 1**
Marketing / Marketing Management (incl. Research)	**$25,404 2**	**$20,643 8**	**$21,165 11**	**$21,605 12**	**$18,000 1**			**$20,000 4**	**$25,090 18**	**$25,723 8**	**$24,813 15**	**$25,405 11**	**$17,750 2**	**$15,000 2**		**$21,500 2**	**$21,178 9**	
Real Estate			**$14,000 1**									**$18,580 2**						
Advertising											**$25,000 1**		**$20,500 2**	**$20,950 4**		**$17,967 6**	**$20,920 5**	**$20,228 1**
Communications	**$20,375 4**	**$25,000 2**	**$25,000 2**	**$17,533 3**					**$20,820 5**	**$19,000 4**	**$22,523 8**	**$19,539 8**		**$22,098 5**	**$13,786 4**	**$17,944 10**	**$20,365 35** $26,000 $15,000	**$20,667 6**
Journalism		**$14,903 2**	**$19,200 2**	**$21,000 1**						**$30,000 1**	**$24,000 1**	**$18,000 1**	**$16,500 2**	**$17,375 8**	**$16,387 24** $20,000 $12,000	**$17,333 3**	**$19,179 11**	**$18,738 18**
Telecommunications / Broadcasting									**$32,000 1**		**$27,300 2**		**$18,000 1**	**$18,500 3**	**$14,375 4**	**$18,611 12**	**$22,000 1**	**$24,000 1**
Elementary Education	**$18,000 1**										**$23,825 1**							
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	FINANCE												COMMUNICATIONS					
Curriculum - Continued	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	**Investment Banking - Corporate Finance**	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	**Portfolio Management / Brokerage**	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	**Reporting**	Production	Public Relations	Writing / Editing
Human Ecology												$26,000 2	$13,833 3					
Textiles & Clothing													$15,760 4					
Merchandising Management			$11,000 1															
Foreign Languages			$14,500 1						$28,500 2	$17,000 1	$23,000 1	$17,500 1		$24,500 1		$18,000 1	$24,900 2	
Letters			$19,125 4	$25,500 2	$31,100 2			$20,000 1	$33,250 2	$27,600 1	$19,500 2	$22,000 1		$19,000 2	$16,333 3	$16,875 4	$20,033 6	$27,850 18
Visual & Performing Arts			$17,500 1	$32,000 1					$17,000 1			$19,400 1	$18,951 31 $25,000 $15,000		$16,000 1	$25,000 1	$26,000 2	
Humanities-Other		$32,000 1			$31,000 1				$26,000 1		$[illegible]4,600 2	$24,323 7	$30,000 1	$27,500 2		$20,333 3	$26,000 2	$24,500 3
Criminal Justice												$23,160 1						
History		$11,520 1	$19,000 2						$25,400 3	$25,000 1	$27,750 4	$22,000 1	$15,000 1		$18,500 1		$17,008 2	
Political Science / Government			$28,000 1	$18,000 1	$35,000 1			$30,000 1	$28,100 8	$18,000 1	$24,106 7	$30,120 1			$20,000 2			$22,955 2
Psychology		$32,567 3	$13,667 3					$27,000 1			$21,187 5		$12,108 1			$18,000 1	$18,000 1	$20,000 1
Sociology			$15,000 1		$35,000 1			$21,000 1		$18,250 2	$23,050 2	$24,900 5		$29,000 1				
Social Sciences-Other	$24,000 1	$16,000 1	$19,395 4	$28,500 2	$32,000 1				$22,667 3		$26,000 1	$27,750 2			$19,000 1	$18,333 3	$17,250 1	$20,000 1
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																$35,000 1		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																$33,600 2		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering			$15,000 1		$40,000 1		$38,000 1		$31,000 1		$34,400 1		$20,000 1			$38,000 1		
Environmental Engineering																		
Industrial Engineering						$31,000 1			$30,167 6		$25,500 2	$25,500 1			$33,600 1	$34,200 1		
Mechanical Engineering					$34,000 2							$27,000 1	$32,500 1					
Metallurgical Engineering																		
Mining Engineering								$28,991 1										
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology	$33,000 1								$30,000 1		$31,500 1	$31,500 1				$19,875 4		$34,000 1
Industrial Technology																		
Agribusiness	$24,125 4	$26,000 1	$20,833 3	$23,000 2											$18,000 1			
Animal Sciences		$15,000 1															$14,000 1	
Plant Sciences																$18,000 1		
Natural Resources																		
Other Agricultural Sciences		$14,400 1		$19,200 1												$26,800 2		
Computer Science	$21,667 3								$30,333 3		$21,000 1		$33,020 1					$22,000 1
Computer Programming																		
Information Sciences & Systems	$30,000 1	$22,000 1																$28,800 1
Systems Analysis																		

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences																		
Nursing		$24,000 1																
Pharmacy																		
Actuarial																		
Architectural & Environmental Design													$18,800 5					
Biological												$26,563 4						
Chemistry	$25,500 1															$21,000 1		
Geological																		
Mathematics (incl. Statistics)	$31,000 1	$21,750 2	$30,000 1	$38,000 2	$36,000 2		$27,000 1		$35,538 13		$15,607 3					$27,000 1		
Physics										$33,000 1								
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,771 2574 $31,000 $24,000	$25,632 779 $30,360 $19,200	$22,275 192 $28,000 $15,500	$24,703 175 $30,000 $19,000	$28,000 62 $35,000 $20,000	$31,500 3	$27,155 11	$25,462 38 $31,000 $20,000	$27,364 393 $33,000 $20,000	$23,288 87 $30,000 $17,000	$24,376 122 $28,440 $20,000	$22,898 110 $27,360 $16,200	$18,217 49 $25,000 $14,000	$21,009 31 $29,000 $16,000	$16,303 41 $20,000 $12,000	$19,145 49 $25,000 $15,000	$20,955 92 $27,600 $15,000	$22,797 53 $33,855 $16,000
Technical Curricula	$25,545 11	$20,700 7	$21,500 5	$25,040 5	$36,000 5	$31,000 1	$32,500 2	$28,991 1	$33,125 24 $50,000 $27,000	$33,000 1	$23,000 8	$27,179 7	$22,440 8		$25,000 2	$26,679 14	$14,000 1	$28,267 3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION								ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	**Market Research**	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	**Economic Programs**	Law Enforcement	Military	National Security	Urban / Regional Planning	**Bioengineering**	Design/ Construct	Environmental/ Sanitation	Manufacturing/ Industrial
Accounting		$35,000 1	$28,500 2		$15,600 1	$31,300 2	$24,781 16	$32,829 2	$24,248 62 $28,300 $21,000		$26,000 1	$23,750 4	$24,862 1					$22,400 2
Business Administration - incl. Management Science	$17,833 3	$28,313 26 $35,000 $23,000	$24,395 40 $28,800 $20,000	$23,031 13	$25,390 17	$26,618 13	$24,068 177 $30,000 $16,000	$22,253 18	$25,820 9	$16,700 1	$25,654 2	$25,000 13	$21,906 1		$24,000 1			$24,041 6
Distribution Management		$34,000 1	$21,000 2	$23,547 6			$22,000 4						$28,000 1					$25,000 1
Economics & Finance (incl. Banking)	$20,000 2	$27,920 10	$23,880 25 $28,500 $22,000	$21,600 3	$27,110 10	$26,000 3	$25,362 111 $31,500 $18,000	$21,447 5	$24,250 30 $29,000 $13,000	$24,201 8	$23,487 6	$25,500 7		$12,000 1				
Hotel / Restaurant Management		$24,800 2	$22,000 1	$19,200 1			$20,063 8					$18,000 1						
Human Resources (incl. Labor Relations)		$26,000 1	$26,000 2			$25,500 2	$20,091 11	$22,800 2				$21,590 4						
Management Information Systems	$28,800 2	$33,000 1	$13,000 1	$24,000 1		$35,000 1	$26,859 12				$14,040 1	$24,000 1					$12,000 1	
Marketing / Marketing Management (incl. Research)	$19,814 14	$25,085 35 $32,000 $20,000	$23,957 102 $28,500 $20,500	$25,710 34 $30,900 $20,400	$24,129 36 $30,000 $18,000	$23,375 4	$25,048 439 $31,000 $18,000	$20,489 5	$21,375 4			$19,400 3						
Real Estate							$24,167 3											
Advertising	$20,347 12	$30,000 2	$17,500 1		$23,571 7		$20,872 24 $25,500 $15,000	$23,000 2										
Communications	$18,000 4	$22,811 9	$22,873 8		$19,000 5		$22,682 85 $30,000 $15,000	$16,740 2	$27,000 1		$24,308 2	$23,500 4		$20,000 1				
Journalism	$20,225 16	$18,667 3			$19,467 3		$25,687 15					$20,900 2						
Telecommunications / Broadcasting	$14,000 1		$22,167 6		$15,000 1		$25,381 12											
Elementary Education			$22,000 1				$16,000 3											
Pre-Elementary Education																		
Physical Education							$21,140 4											
Special Education			$10,320 1															

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology	$20,000 1						$21,995 2											
Textiles & Clothing	$23,500 1		$22,318 49 $24,000 $21,000		$18,200 1	$22,000 1	$23,306 7									$19,000 1		$34,100 2
Merchandising Management	$17,500 1	$19,000 2	$23,000 4	$15,000 1	$22,500 1		$17,400 10											
Foreign Languages			$35,000 2				$21,800 6	$14,000 1										$31,992 2
Letters	$20,500 2	$20,936 5	$22,750 4	$16,800 1	$22,300 5	$29,333 3	$22,169 19	$20,000 2				$24,000 2						
Visual & Performing Arts	$19,780 2	$20,000 1				$22,550 2	$18,172 5	$26,813 2			$39,700 1	$18,000 1						
Humanities-Other		$22,000 1					$21,227 11	$22,000 3	$25,000 1		$24,308 1	$19,000 1						
Criminal Justice							$22,540 2				$20,831 22 $27,000 $16,973	$32,000 1						
History		$33,496 1	$24,500 3	$23,000 1	$21,143 7	$19,000 1	$24,344 16	$28,453 2				$21,875 8		$21,906 1				
Political Science / Government	$27,000 2	$23,000 1	$23,750 2		$28,501 5		$23,600 25 $30,000 $18,000	$21,652 8		$20,000 1	$24,227 5	$23,600 4		$20,000 1				
Psychology	$19,000 1	$19,667 3	$23,857 7	$17,840 2	$23,833 6		$22,262 21 $30,000 $15,000	$18,150 2			$25,767 3	$20,400 2					$22,800 1	$36,000 1
Sociology		$20,000 1			$25,500 1	$20,000 1	$24,900 4				$25,360 5	$21,500 2						
Social Sciences-Other		$18,000 1	$23,100 5	$19,200 1	$29,800 2	$22,000 1	$23,915 13	$21,313 8	$20,000 1	$17,000 2	$21,223 5	$24,562 11		$22,500 1		$20,800 1		
Aerospace & Aeronautical Engineering												$32,000 2	$36,000 1			$31,783 12		$33,840 4
Agricultural Engineering					$26,000 1											$35,500 11	$21,750 1	$33,200 3
Architectural Engineering																$29,606 43 $32,700 $26,000		
Bioengineering & Biomedical Engineering															$34,200 1			$28,000 1
Chemical Engineering							$38,283 11									$38,063 25 $41,000 $35,500	$37,773 25 $40,200 $29,000	$39,382 81 $41,700 $36,000
Civil Engineering			$29,500 1	$39,000 1			$31,333 3					$28,333 3		$28,631 7		$28,718 331 $33,300 $25,000	$31,054 68 $38,100 $27,000	$34,884 5
Computer Engineering																$34,000 4		$34,139 10

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/Construct	Environmental/Sanitation	Manufacturing/Industrial
Electrical Engineering					$33,000 1		$32,493 13				$40,000 1	$27,205 8	$28,600 1		$36,000 1	$33,917 107 $38,400 $28,400	$31,744 5	$34,971 137 $38,400 $31,500
Environmental Engineering																	$26,124 2	$36,582 2
Industrial Engineering		$35,200 2	$23,000 1	$37,000 1	$33,000 2	$41,600 1	$33,179 18					$28,000 1				$31,200 17	$32,003 5	$32,982 180 $36,240 $28,000
Mechanical Engineering					$32,250 2		$30,911 19					$29,183 8			$33,000 1	$34,349 192 $38,400 $30,000	$31,033 19	$34,834 415 $38,500 $30,680
Metallurgical Engineering					$33,000 1											$36,100 3		$33,977 22 $36,000 $31,200
Mining Engineering							$30,000 1										$27,776 11	$33,600 1
Nuclear Engineering																$36,000 1	$32,940 5	
Petroleum Engineering																$42,200 3	$45,000 1	$43,150 2
Textile Engineering																		
Engineering Technology		$36,250 1					$29,865 8									$28,977 41 $32,500 $23,000	$31,682 4	$32,262 67 $38,000 $25,000
Industrial Technology				$23,600 2			$26,000 2									$22,520 3		$28,500 1
Agribusiness	$25,500 2	$25,000 4	$25,750 2	$22,000 1	$25,000 1	$24,000 1	$24,948 15		$15,680 1									$31,000 2
Animal Sciences		$26,000 1		$27,500 1			$16,000 3											
Plant Sciences							$20,000 1										$22,000 1	
Natural Resources									$24,000 1								$16,980 1	
Other Agricultural Sciences		$25,200 1		$25,000 1			$21,833 3							$19,200 3				$25,000 1
Computer Science		$23,754 2			$35,000 1		$34,033 3	$22,119 2				$22,200 5				$37,250 2	$32,000 1	$33,842 2
Computer Programming																		
Information Sciences & Systems							$45,000 1											
Systems Analysis							$32,496 1											

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$23,100 3											
Nursing																		
Pharmacy							$37,000 4											
Actuarial																		
Architectural & Environmental Design			$14,560 1				$25,000 1					$26,000 1		$29,528 6		$25,715 4		
Biological		$18,000 1					$25,790 10					$30,000 1					$19,000 2	$26,000 1
Chemistry						$27,000 2	$28,074 13					$23,533 3					$26,589 5	
Geological				$24,000 1				$21,900 1									$28,000 1	$28,000 1
Mathematics (incl. Statistics)									$25,000 1		$24,308 1	$35,000 1				$35,100 1		
Physics							$35,200 2									$30,000 1		
Other Physical & Earth Sciences																	$19,843 2	
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance Taxation Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$20,263 64 $27,000 $15,000	$25,518 107 $34,000 $19,000	$23,576 268 $28,500 $20,000	$23,945 64 $30,100 $17,680	$23,992 108 $30,000 $18,000	$25,948 34 $32,000 $20,000	$24,173 1065 $30,000 $17,000	$22,055 64 $26,200 $17,000	$24,266 108 $29,000 $20,245	$22,026 12	$22,862 54 $28,100 $16,973	$23,398 71 $28,000 $18,000	$24,923 3	$19,281 5	$24,000 1	$19,900 2	$17,400 2	$27,302 14
Technical Curricula	$25,500 2	$26,947 12	$23,712 5	$27,713 8	$31,389 9	$29,900 4	$30,117 135 $36,000 $20,000	$22,046 7	$21,560 3		$32,154 2	$27,294 33 $32,000 $23,500	$32,300 2	$27,199 16	$34,400 3	$31,402 801 $37,500 $25,750	$31,373 159 $39,468 $24,984	$34,637 938 $39,500 $30,000

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting	$36,500 1				$25,000 1				$29,000 1	$29,000 2								$18,000 1
Business Administration - incl. Management Science	$37,800 1					$38,400 1		$30,500 4	$29,000 3	$20,564 9	$13,832 1	$20,000 1		$15,984 2				$23,620 3
Distribution Management																		
Economics & Finance (incl. Banking)				$35,000 1	$23,550 2			$35,000 1	$30,700 3	$21,000 1								$32,400 1
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)										$25,500 1								
Management Information Systems	$31,333 3		$43,000 1						$26,608 2									
Marketing / Marketing Management (incl. Research)		$28,000 1							$28,233 3				$25,000 1					$20,667 3
Real Estate																		
Advertising																		
Communications										$19,750 2			$33,360 1					$15,000 2
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education						$16,500 1												$20,000 4
Special Education																		

	ENGINEERING									HEALTH CARE								
Curriculum - Continued	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$22,800 2								$17,736 7
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters																		$18,182 3
Visual & Performing Arts					$24,000 1				$33,900 2									
Humanities Other																		
Criminal Justice									$10,000 1	$21,000 1								$12,000 1
History													$38,008 1	$24,000 1				$24,000 1
Political Science / Government					$32,500 2									$14,500 1				
Psychology					$25,000 1				$23,800 1	$17,000 1		$23,000 1	$28,947 3	$16,000 1		$17,500 1		$17,903 22 $24,000 $14,000
Sociology													$21,250 2					$13,000 1
Social Sciences-Other										$20,000 1		$30,000 1	$12,100 1					$19,127 6
Aerospace & Aeronautical Engineering	$30,250 3	$33,925 2	$32,300 2	$27,336 1	$34,875 4	$31,173 15	$32,110 2	$31,918 20 $35,000 $29,500	$31,693 39 $35,100 $28,400									
Agricultural Engineering					$32,500 1	$33,000 1	$34,000 2	$31,280 13	$28,495 5									
Architectural Engineering					$30,000 1			$34,773 4	$27,780 8									
Bioengineering & Biomedical Engineering					$32,750 2				$31,400 6			$22,360 1						
Chemical Engineering	$38,125 14	$35,958 8	$41,100 1	$37,833 3	$39,532 78 $41,500 $37,200		$39,600 721 $42,000 $37,200	$38,346 52 $41,000 $34,000	$38,434 179 $41,600 $34,000									
Civil Engineering	$34,100 4	$32,816 4		$40,000 1	$30,056 5	$27,623 6	$36,720 1	$29,751 109 $35,000 $25,500	$29,115 203 $33,744 $25,600					$37,200 1				
Computer Engineering	$31,193 71 $35,000 $27,000	$30,000 1	$34,067 55 $37,000 $31,000	$34,202 12	$32,883 5	$30,750 2		$33,357 8	$34,612 52 $38,000 $30,996									

Curriculum - Continued	ENGINEERING								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	**Research & Development**	Testing	Process Engineering	Project Engineering	Other Engineering
Electrical Engineering	**$32,600 88** $38,000 $27,300	**$34,082 118** $36,240 $30,888	**$33,506 73** $36,492 $29,000	**$34,480 90** $37,000 $30,000	**$33,871 53** **$38,000** **$28,500**	**$33,800 37** $36,300 $31,000	**$35,563 17**	**$34,610 187** $38,500 $29,000	**$33,520 500** $37,800 $28,476
Environmental Engineering						**$27,780 2**			**$32,067 6**
Industrial Engineering	**$33,460 11**	**$34,000 1**			**$30,374 4**		**$32,750 4**	**$33,535 52** $35,760 $30,996	**$32,517 168** $36,240 $28,000
Mechanical Engineering	**$32,532 10**	**$33,762 34** $35,760 $32,300	**$34,750 2**	**$34,140 9**	**$36,078 81** **$40,000** **$32,000**	**$32,396 17**	**$36,125 47** $39,500 $33,500	**$35,100 356** $40,000 $30,000	**$34,224 504** $38,400 $29,430
Metallurgical Engineering		**$38,400 1**			**$35,400 3**		**$33,400 4**	**$32,026 14**	**$32,771 12**
Mining Engineering							**$34,468 4**	**$34,277 9**	**$33,333 3**
Nuclear Engineering		**$35,616 9**		**$33,600 1**		**$22,996 1**	**$37,500 1**	**$34,122 5**	**$35,059 20** $38,700 $32,400
Petroleum Engineering					**$36,933 3**		**$40,237 17**	**$42,120 29** $44,000 $40,000	**$37,110 10**
Textile Engineering								**$33,800 6**	
Engineering Technology	**$31,000 1**	**$32,959 10**	**$29,750 2**	**$33,042 12**	**$34,200 2**	**$27,981 10**	**$31,947 6**	**$33,100 45** $37,000 $30,000	**$30,387 58** $35,400 $25,000
Industrial Technology				**$18,720 1**				**$29,000 2**	**$30,726 6**
Agribusiness						**$22,000 1**			
Animal Sciences									
Plant Sciences									
Natural Resources									
Other Agricultural Sciences					**$18,000 1**				**$37,500 1**
Computer Science	**$30,614 21** $35,500 $27,000	**$31,200 1**	**$32,706 97** $38,000 $27,000	**$32,283 6**	**$31,500 4**	**$31,004 2**	**$32,600 1**	**$34,900 1**	**$32,141 58** $36,000 $27,960
Computer Programming			**$35,327 15**	**$35,600 1**	**$34,200 1**				**$30,833 3**
Information Sciences & Systems	**$34,507 1**		**$30,167 3**	**$20,000 1**					**$26,000 2**
Systems Analysis	**$20,000 2**							**$40,000 1**	

Curriculum - Continued	HEALTH CARE								
	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	**Pharmacist**	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering					**$36,833 3**				
Environmental Engineering									
Industrial Engineering									
Mechanical Engineering			**$35,000 1**						**$34,500 1**
Metallurgical Engineering									
Mining Engineering									
Nuclear Engineering									
Petroleum Engineering									
Textile Engineering									
Engineering Technology				**$35,000 1**					
Industrial Technology									
Agribusiness									
Animal Sciences									**$19,994 5**
Plant Sciences							**$19,048 1**		
Natural Resources									
Other Agricultural Sciences						**$30,000 1**			
Computer Science							**$12,000 1**		
Computer Programming									
Information Sciences & Systems									
Systems Analysis									

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardwar Design . Development	**Research & Development**	Testing	Process Engineering	Project Engineering	Other Engineering	**Administration - Health Care**	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	**Pharmacist**	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health										$24,867 3		$24,984 8	$30,000 1	$30,382 28 $35,000 $27,000		$33,933 15		$31,556 33 $40,000 $25,000
Health Sciences										$22,100 3		$23,338 9	$39,000 2	$33,076 6		$20,500 2		$20,344 13
Nursing										$37,850 2			$31,644 329 $38,572 $25,000					$30,329 2
Pharmacy											$24,500 1	$40,000 1			$41,940 134 $48,600 $35,000			$28,500 1
Actuarial																		
Architectural & Environmental Design					$27,300 1			$30,600 3					$27,200 1					
Biological					$13,603 1	$24,000 1	$20,000 1		$32,250 2	$22,800 1	$20,000 1	$20,187 3				$13,500 3		$21,280 6
Chemistry			$41,400 1		$29,116 11	$27,891 8	$25,250 3	$40,800 1	$33,100 2			$23,000 1			$20,000 1			
Geological								$31,750 4	$28,600 2									
Mathematics (incl. Statistics)	$32,533 3		$35,573 4			$28,200 1			$32,398 5				$30,000 1					
Physics			$37,000 1					$28,000 1	$30,660 4									
Other Physical & Earth Sciences																		
Polymer Sciencer																		
Textile Science							$40,600 1	$32,104 5										

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardwar Design . Development	**Research & Development**	Testing	Process Engineering	Project Engineering	Other Engineering	**Administration - Health Care**	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	**Pharmacist**	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$33,660 5	$28,000 1	$43,000 1	$35,000 1	$26,586 7	$27,450 2		$31,400 5	$27,976 16	$21,634 20 $27,000 $17,000	$13,832 1	$24,333 3	$26,423 9	$17,294 5		$17,500 1		$18,720 55 $24,500 $13,000
Technical Curricula	$32,359 238 $37,500 $27,000	$34,075 189 $36,500 $31,100	$33,499 256 $38,000 $28,000	$34,102 138 $37,200 $28,400	$35,702 231 $40,500 $28,476	$31,220 104 $36,000 $25,000	$39,071 832 $42,000 $35,500	$34,334 927 $40,000 $28,000	$33,408 1860 $39,000 $27,500	$26,511 9	$22,250 2	$24,618 24 $28,560 $22,000	$31,675 335 $38,572 $25,000	$31,496 38 $35,800 $27,000	$41,891 136 $48,600 $33,280	$28,289 22 $34,000 $16,000		$26,979 63 $36,000 $16,600

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting	$22,000 1				$25,770 7	$25,667 3	$29,100 5		$18,000 1		$29,667 21 $32,500 $28,000	$35,000 1	$24,032 40 $28,500 $18,800					
Business Administration - incl. Management Science	$21,802 2	$21,000 2	$18,000 1	$19,464 1	$27,886 21 $31,000 $24,000	$29,759 16	$33,142 23 $38,400 $27,000	$28,461 3	$23,500 2		$29,315 66 $33,000 $25,500	$24,824 35 $34,000 $17,800	$22,419 409 $28,500 $17,000		$20,300 5	$21,500 2		$22,834 15
Distribution Management													$18,467 3					
Economics & Finance (incl. Banking)	$22,283 3	$16,658 5	$30,000 1	$20,364 1	$26,865 10	$28,220 15	$27,938 8	$29,302 3	$15,000 1		$29,284 102 $34,000 $26,000	$27,650 8	$23,822 183 $30,500 $18,000	$20,756 4	$18,750 4	$33,275 10		$29,200 5
Hotel / Restaurant Management	$22,700 1										$24,829 7	$19,250 2	$20,740 109 $25,000 $17,000			$27,180 1		
Human Resources (incl. Labor Relations)	$14,000 1			$25,000 1	$22,000 1						$32,000 1	$25,929 28 $31,000 $18,500	$22,429 17			$14,000 1	$25,000 1	$25,000 2
Management Information Systems					$28,127 79 $32,400 $23,000	$28,938 93 $33,000 $24,000	$30,015 58 $34,300 $24,500				$30,203 30 $32,500 $28,000		$24,614 17	$35,000 1				
Marketing / Marketing Management (incl. Research)		$12,000 1	$21,800 5		$22,203 3	$27,500 1	$26,500 2		$17,686 1		$28,355 11	$24,964 11	$22,383 301 $26,000 $18,000			$24,900 2		
Real Estate													$23,660 1					
Advertising													$21,500 5					
Communications	$25,400 2	$14,396 2	$17,860 5	$22,000 2							$23,280 2	$16,813 3	$21,548 64 $26,000 $16,640			$13,500 1		$20,895 5
Journalism	$17,667 3	$19,600 1	$17,000 2		$26,000 1	$25,000 1	$27,960 1					$23,333 3	$22,263 14			$20,000 1		
Telecommunications / Broadcasting									$20,000 1		$34,300 1		$21,875 4					$24,000 2
Elementary Education							$20,000 1				$20,200 1		$20,333 3					$20,722 437 $26,000 $15,000
Pre-Elementary Education				$19,218 1														$17,269 18
Physical Education				$15,500 1									$19,833 3					$23,024 29 $32,000 $19,000
Special Education		$21,453 1																$21,520 74 $26,000 $17,381

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology	$19,925 4	$18,500 1		$21,469 4					$19,000 1				$20,478 9					$16,504 9
Textiles & Clothing												$19,000 1	$22,374 32 $25,000 $18,000					
Merchandising Management													$20,684 30 $23,004 $17,000					
Foreign Languages		$22,150 2	$28,000 1	$15,000 1		$18,000 1					$28,000 1		$24,417 6			$16,000 1		$22,355 22 $25,300 $19,000
Letters	$16,267 3	$19,875 4	$18,500 1	$16,000 1		$15,000 1					$28,844 6		$22,316 32 $25,500 $20,000		$22,544 9			$20,368 41 $26,000 $17,000
Visual & Performing Arts			$31,000 1							$30,000 1	$18,000 1	$23,000 3	$20,500 2					$21,114 50 $26,000 $16,500
Humanities-Other	$17,000 3	$19,074 2			$30,000 1			$22,500 1			$22,200 1	$26,200 3	$22,178 17					$21,407 8
Criminal Justice	$22,050 2	$14,000 1		$18,146 10								$20,370 1	$20,320 3		$15,220 2			
History	$20,288 5	$22,000 2				$25,000 2	$26,000 1				$31,000 2		$23,923 13					$19,861 16
Political Science / Government	$19,733 3	$17,000 2	$14,000 1	$18,471 7	$21,240 2	$26,000 1			$20,000 1		$30,250 4	$21,880 5	$22,047 32 $25,000 $18,000		$21,059 12	$17,167 3		$24,374 2
Psychology	$20,199 15	$17,405 39 $22,000 $12,500	$17,500 2	$16,443 20 $18,000 $13,500	$20,000 1						$24,633 3	$26,643 7	$21,083 28 $24,000 $16,000			$24,575 2	$24,809 3	$16,656 8
Sociology	$16,840 6	$15,344 9	$12,000 1	$18,713 13								$18,000 2	$24,019 19		$21,000 1			$20,250 4
Social Sciences-Other	$17,956 12	$18,788 13		$17,840 27 $22,100 $13,000	$23,000 1				$15,800 1		$31,167 6	$17,000 2	$22,824 24 $27,396 $19,000		$20,000 1	$23,000 1	$18,919 1	$23,393 30 $26,813 $19,041
Aerospace & Aeronautical Engineering							$33,860 2				$30,363 8							
Agricultural Engineering									$22,000 3									
Architectural Engineering										$26,167 8								$18,875 1
Bioengineering & Biomedical Engineering																		
Chemical Engineering					$39,875 2						$36,615 8		$39,500 1				$40,750 2	
Civil Engineering		$32,510 1				$33,000 1	$36,000 1		$27,332 1		$29,868 33 $32,990 $27,600		$30,000 1				$31,200 1	
Computer Engineering					$31,664 21 $37,000 $28,000	$32,000 3	$32,728 21 $39,000 $28,000				$31,495 20 $35,000 $29,000	$30,000 1	$30,492 4				$30,000 1	

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum / Continued	Administration / Social Services	Counseling	Fundraising / Development	Social Work	**Computer Programming**	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	**Architecture**	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician / Statistician	**Paralegal**	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					**$28,049 11**	$32,777 11	$32,207 7				$32,057 36 $36,360 $29,000		$34,814 8				$31,050 2	$20,350 2
Environmental Engineering											$29,000 1							
Industrial Engineering					**$29,500 2**	$31,938 8	$33,183 6				$30,877 78 $34,000 $28,000		$30,118 28 $33,600 $25,992					
Mechanical Engineering					**$31,000 1**	$31,000 1	$31,867 3			**$30,000 1**	$32,459 33 $35,400 $29,000		$32,975 15				$30,000 1	$32,154 1
Metallurgical Engineering																		
Mining Engineering								$22,000 1										
Nuclear Engineering											$31,500 2							
Petroleum Engineering																		
Textile Engineering													$28,000 2					
Engineering Technology					**$29,424 4**		$32,652 5			**$23,600 3**	$31,100 7		$29,328 7					$26,300 1
Industrial Technology													$28,200 2					
Agribusiness			$26,000 1		**$28,750 2**			$21,616 25 $28,000 $17,000			$28,000 1		$22,620 15					$26,000 1
Animal Sciences								$20,676 11					$20,052 5				$28,000 1	$19,500 1
Plant Sciences			$36,500 1					$21,167 3					$19,500 1					
Natural Resources								$22,167 11			$28,080 1	$21,000 1	$14,560 1	$21,906 1				
Other Agricultural Sciences				$11,000 1				$20,672 17				$28,000 1	$23,532 18				$25,000 1	$22,180 5
Computer Science					**$30,027 380** $36,000 $24,000	$29,985 85 $35,500 $23,000	$30,817 181 $36,000 $25,000				$30,589 44 $32,000 $29,000	$32,000 1	$25,400 5			$20,000 1		$21,840 2
Computer Programming					**$28,532 22** $33,200 $23,000	$26,420 5	$35,500 2				$31,000 2		$21,000 1					
Information Sciences & Systems					**$28,087 31** $31,000 $24,000	$27,842 23 $33,000 $20,000	$31,173 15				$29,685 14							
Systems Analysis					**$25,000 1**		$29,161 8				$32,000 1							

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health				$22,200 2														
Health Sciences	$16,500 1	$15,000 1		$17,000 1							$17,000 1		$16,700 1					$26,813 1
Nursing																		$45,274 2
Pharmacy																		
Actuarial								$31,363 20 $35,620 $23,500			$36,500 2							
Architectural & Environmental Design									$17,600 1	$21,698 18	$21,500 2							
Biological	$17,840 4			$15,000 1					$20,650 4		$24,900 2	$26,000 1	$16,718 4			$20,000 1	$22,950 10	$19,686 4
Chemistry	$31,000 2								$29,500 1		$30,000 1		$30,800 1				$26,920 17	$19,992 3
Geological						$18,000 1			$18,600 1		$22,141 4							
Mathematics (incl. Statistics)					$28,313 18	$28,001 9	$29,975 5	$30,029 25 $34,424 $25,000			$31,422 36 $37,000 $29,000		$27,500 2	$25,909 23 $31,500 $20,000				$21,861 33 $26,000 $18,000
Physics		$13,000 1			$26,553 2		$31,500 1				$33,000 1	$31,400 1					$22,300 1	$16,500 1
Other Physical & Earth Sciences									$26,500 2		$27,500 2		$21,613 3					$21,311 1
Polymer Science																		
Textile Science													$30,194 24 $33,000 $27,800					

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$19,344 66 $24,000 $14,040	$17,709 87 $22,000 $12,000	$19,943 21 $24,000 $14,000	$18,055 90 $23,000 $13,500	$27,455 127 $32,400 $21,600	$28,576 134 $33,000 $23,500	$30,318 91 $36,000 $23,000	$27,970 7	$19,165 9	$30,000 1	$29,153 266 $33,000 $25,500	$24,726 115 $33,000 $17,000	$22,426 1420 $28,000 $17,500	$23,605 5	$20,693 34 $24,000 $17,000	$25,595 25 $31,000 $16,000	$23,669 5	$20,979 779 $26,000 $15,000
Technical Curricula	$21,409 7	$20,170 3	$31,250 2	$17,480 5	$29,809 497 $35,800 $24,000	$29,709 147 $35,000 $21,906	$31,150 257 $36,000 $25,000	$30,622 45 $35,500 $24,000	$21,522 81 $27,332 $17,000	$23,156 28 $29,000 $20,000	$30,961 340 $35,400 $28,000	$28,067 6	$27,716 149 $34,500 $19,500	$25,742 24 $31,500 $20,000		$20,000 2	$26,966 37 $32,700 $20,000	$22,600 59 $26,813 $18,000

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	September 1992	September 1992	September 1991		90th	50th	10th
BUSINESS							
Accounting	238	**$31,259**	$30,996	0.8%	$36,000	$31,000	$27,000
MBA-Nontechnical undergraduate							
1 year or less experience	483	**35,734**	35,241	1.4	48,000	34,000	25,000
1 to 2 years experience	302	**44,911**	42,877	4.7	58,000	45,000	31,000
2 to 4 years experience	462	**49,287**	47,243	4.3	60,000	50,000	35,000
Over 4 years experience	419	**50,972**	50,412	1.1	65,000	52,000	36,000
MBA-Technical undergraduate degree							
1 year or less experience	120	**41,313**	38,582	7.1	55,000	40,000	31,000
1 to 2 years experience	98	**48,884**	45,921	6.5	60,000	50,000	30,500
2 to 4 years experience	247	**55,249**	51,034	8.3	70,000	55,000	43,600
Over 4 years experience	266	**56,298**	54,219	3.8	70,000	55,000	43,000
MS-Business	12	**37,733**	40,047	*	*	*	*
Economics & Finance	59	**36,677**	41,466	-11.6	52,000	35,000	26,400
Labor/Industrial Relations (incl. Human Resources)	19	**31,597**	38,573	*	*	*	*
Management Information Systems	16	**34,780**	36,150	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	24	**39,508**	43,182	-8.5	48,000	41,250	27,000
COMMUNICATIONS							
Advertising	2	**37,500**	31,200	*	*	*	*
Communications	6	**23,167**	26,524	*	*	*	*
Journalism	7	**22,699**	24,500	*	*	*	*
EDUCATION							
Education Administration	24	**31,729**	24,303	30.6	47,276	33,500	18,000
Elementary Education	29	**27,400**	23,657	15.8	31,000	27,800	23,000
Physical Education	4	**29,052**	23,286	*	*	*	*
Reading Education	2	**28,100**	25,611	*	*	*	*
Special Education	27	**25,007**	24,141	3.6	30,000	25,000	21,500
HUMANITIES & SOCIAL SCIENCES							
Humanities	33	**24,553**	N/A	N/A	32,000	24,000	19,000
Psychology	23	**24,593**	23,657	4.0	34,000	23,500	14,000
Social Sciences	26	**28,095**	N/A	N/A	38,000	24,050	21,000
ENGINEERING							
Aerospace & Aeronautical	45	**39,765**	36,195	9.9	46,000	39,600	34,800
Agricultural	10	**35,618**	32,225	*	*	*	*
Bioengineering & Biomedical	5	**34,920**	32,238	*	*	*	*
Chemical	62	**40,611**	40,457	0.4	45,000	41,250	36,000
Civil	150	**34,303**	34,551	-0.7	41,400	33,204	28,800
Computer	65	**40,207**	38,348	4.8	45,000	40,000	34,500
Electrical	362	**41,024**	38,804	5.7	45,500	41,000	35,004
Industrial	63	**38,692**	36,121	7.1	42,500	38,800	33,000
Mechanical	267	**39,298**	38,114	3.1	44,800	39,600	33,600
Metallurgical	24	**38,165**	39,105	-2.4	42,000	38,200	34,835
Mining	1	**30,000**	35,007	*	*	*	*
Nuclear	21	**38,607**	38,086	1.4	42,000	39,000	36,912
Petroleum	4	**43,600**	43,608	*	*	*	*
HEALTH SCIENCES							
Allied Health	14	**28,233**	28,586	*	*	*	*
Health Sciences	24	**25,713**	25,901	-0.7	30,300	25,000	21,500
Nursing	17	**34,453**	49,000	*	*	*	*

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	September 1992	September 1992	September 1991		90th	50th	10th
Continued . . .							
SCIENCES							
Agricultural & Natural Resources	3	**$28,001**	$28,702	*	*	*	*
Architectural & Environmental Design	5	**27,852**	26,127	*	*	*	*
Biological	13	**25,126**	22,384	*	*	*	*
Chemistry	20	**35,104**	33,575	4.6 %	$39,300	$36,000	$29,000
Computer Science	201	**39,120**	37,894	3.2	46,224	40,100	31,460
Geological (incl. Geophysics)	21	**36,333**	36,824	-1.3	43,200	36,000	30,000
Mathematics	18	**33,636**	30,061	*	*	*	*
Physics	4	**31,626**	35,207	*	*	*	*
Polymer	+	+	34,980				
	4,367						

Doctoral Candidates

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1991	Percentiles		
	September 1992	September 1992	September 1991		90th	50th	10th
BUSINESS							
Business Administration & Management	2	**$57,498**	N/A	N/A	*	*	*
Computer & Information Sciences	14	**61,555**	$58,300	*	*	*	*
Economics & Finance	3	**53,667**	43,000	*	*	*	*
EDUCATION							
Education Administration	31	**46,884**	43,780	7.1%	$60,000	$45,000	$30,000
HUMANITIES & SOCIAL SCIENCES							
English	5	**31,920**	43,600	*	*	*	*
Foreign Languages	3	**26,367**	36,870	*	*	*	*
Humanities	1	**28,000**	N/A	N/A	*	*	*
Psychology	12	**38,452**	42,409	*	*	*	*
Sociology	1	**50,000**	40,000	*	*	*	*
Social Sciences	1	**40,000**	30,000	*	*	*	*
ENGINEERING							
Aerospace	12	**51,486**	52,428	*	*	*	*
Chemical	74	**54,451**	52,992	2.8	59,040	55,200	49,200
Civil	8	**46,501**	43,060	*	*	*	*
Computer	8	**55,325**	56,584	*	*	*	*
Electrical	95	**56,826**	54,612	4.1	67,500	56,800	49,500
Industrial	+	+	54,000				
Mechanical	32	**51,880**	46,866	10.7	57,200	51,280	44,000
Metallurgical	71	**53,577**	49,315	8.6	58,200	55,000	49,000
SCIENCES							
Agricultural & Natural Resources	3	**38,583**	43,638	*	*	*	*
Biological	4	**42,000**	31,800	*	*	*	*
Chemistry	80	**50,719**	47,911	5.9	56,200	51,908	42,000
Geology & Geological Sciences	13	**47,827**	48,205	*	*	*	*
Mathematics	13	**40,954**	41,146	*	*	*	*
Physics	10	**40,940**	39,913	*	*	*	*
Polymer	2	**52,200**	48,667	*	*	*	*
	498						

N/A - No historic data available

* Not computed for fewer than 20 offers

+ No offers reported

1991-92 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Fordham Univ. - Lincoln Center
Franklin Pierce College
Husson College
Iona College
Ithaca College
The King's College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Plattsburgh
Syracuse University
Tufts University
Union College
Vassar College
Williams College
Worcester Polytechnic Inst.

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ. - Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College -
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Rutgers Univ. -Graduate School of Management
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villnova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg*
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota- Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ. of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ. - Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg.
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Ringling School of Art & Design
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ. of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College